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OFFICE OF THE INSPECTOR GENERAL · U.S. NUCLEAR REGULATORY COMMISSION

NRC SAFETY CULTURE AND CLIMATE SURVEY 1998

NRC 98: REG II: DIVISION OF REACTOR SAFETY REPORT

VOLUME 40

DATA COLLECTED FIRST QUARTER 1998

INTERNATIONAL SURVEY RESEARCH
CHICAGO LONDON TOKYO

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INTERNATIONAL SURVEY RESEARCH
READING SURVEY DATA REPORTS

THE FIRST PAGES OF EACH DATA REPORT SUMMARIZE FAVORABLE RESPONSES TO ENTIRE CATEGORIES OF ITEMS. THESE CATEGORY SCORES ARE AVERAGES OF THE RESPONSES TO A NUMBER OF ITEMS ABOUT ASPECTS OF THE WORKING ENVIRONMENT SUCH AS COMMUNICATION OR SUPERVISION. THE CATEGORY AVERAGES GIVE A "BIRD'S EYE" VIEW OF THE HIGHER AND LOWER-SCORING AREAS IN THE SURVEY.

SOME DATA REPORTS ARE INTERNAL, E.G., A DEPARTMENT IS COMPARED TO THE COMPANY AS A WHOLE; OTHER DATA REPORTS USE EXTERNAL COMPARISONS SUCH AS OUTSIDE NORMS OR PRIOR YEAR COMPARISONS. BECAUSE SOME OF THE ITEMS INCLUDED IN THE QUESTIONNAIRE WERE DESIGNED SPECIFICALLY FOR YOUR COMPANY, THEY HAVE NO NORM COMPARISONS. LIKEWISE, IF ANY ITEMS IN THE CURRENT SURVEY WERE NOT ASKED IN A PRIOR SURVEY, THERE CAN BE NO COMPARISON FOR THOSE ITEMS.

THE CATEGORY AVERAGES ARE AVERAGES OF ONLY ITEMS THAT HAVE COMPARISON DATA. FOR EXAMPLE, IF THE COMMUNICATION CATEGORY HAS 8 ITEMS BUT ONLY 5 OF THESE ITEMS HAVE NORMS, ONLY 5 ITEMS WOULD BE AVERAGED IN A DATA REPORT COMPARING YOUR COMPANY TO A NORM. IN OTHER REPORT VOLUMES THAT CONTAIN INTERNAL COMPARISONS AMONG GROUPS WITHIN YOUR COMPANY, THE CATEGORY AVERAGES MAY DIFFER BECAUSE ALL ITEMS IN A CATEGORY CAN BE AVERAGED.

WHEN AN * APPEARS BY ANY NUMBER IN THE DATA REPORT, IT INDICATES THAT THERE IS A STATISTICALLY SIGNIFICANT DIFFERENCE BETWEEN A PARTICULAR GROUP'S RESPONSE AND THAT

OF A COMPARISON GROUP. THE STATISTICAL TEST THAT PRODUCES THE * INDICATES THAT THERE ARE ONLY FIVE CHANCES IN A HUNDRED THAT A DIFFERENCE THAT GREAT COULD OCCUR BY CHANCE.

FOLLOWING THE CATEGORY AVERAGES, EACH CATEGORY IS REPORTED ITEM BY ITEM. MOST ITEMS IN THE SURVEY ARE WORDED IN A POSITIVE MANNER, E.G. "MORALE IN MY GROUP IS HIGH." A CERTAIN PERCENTAGE OF QUESTIONNAIRE ITEMS WILL BE WORDED NEGATIVELY, E.G., "I AM OFTEN BOTHERED BY EXCESSIVE PRESSURE ON MY JOB." IN ALL DATA REPORTS, ISR GRAPHS THE FAVORABLE RESPONSE TO ITEMS, REGARDLESS OF THE ITEM WORDING. TO REMIND THE READER OF THIS PRACTICE, THOSE ITEMS THAT HAVE A FAVORABLE RESPONSE OF "DISAGREE" WILL INDICATE THAT FACT IMMEDIATELY AFTER THE ITEM. IN EVERY CASE, THE HIGHER THE SCORE IN THE "TOTAL FAVORABLE" COLUMN IS, THE BETTER IT IS.

THE ITEM-LEVEL REPORTS SHOW RESPONSES IN DETAIL. WHEN YOU REVIEW YOUR ITEM DATA, EACH OF THE DETAILED RESPONSES SHOWN MAY HAVE VALUE. FOR INSTANCE, OCCASIONALLY A QUESTION WILL NOT BE APPLICABLE TO A PARTICULAR GROUP OR THEY DID NOT UNDERSTAND THE QUESTION. A HIGH "?" RESPONSE CAN DEPRESS THE TOTAL FAVORABLE COLUMN AND MAKE A GROUP APPEAR TO BE RESPONDING UNFAVORABLY WHEN THEY SIMPLY DID NOT ANSWER THE ITEM ONE WAY OR ANOTHER.

ON THE FOLLOWING PAGE, AN ITEM-LEVEL REPORT IS ILLUSTRATED.

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THE FOLLOWING ILLUSTRATION SHOWS HOW TO READ EACH COLUMN IN THE ITEM PROFILE.

COLUMN 1 CONSISTS OF A STATEMENT OF EACH ITEM IN THE CATEGORY.

COLUMN 2 INDICATES THE EXACT NUMBER OF RESPONDENTS TO EACH ITEM.

COLUMN 3 IS A GRAPHIC REPRESENTATION OF THE "TOTAL FAVORABLE" RESPONSE TO EACH ITEM (% THAT "TENDED TO FAVOR" AND WERE ABSOLUTELY FAVORABLE).

COLUMN 4 SHOWS THE EXACT PERCENTAGE OF THE "TOTAL FAVORABLE" RESPONSE.

COLUMN 5 REPORTS THE DIFFERENCE BETWEEN THE GROUPS' PERCENTAGES OF FAVORABLE RESPONSE.

COLUMNS 6, 7, 8, AND 9 REPORT THE PERCENTAGE OF RESPONDENTS SELECTING EACH RESPONSE. THE ABSOLUTELY FAVORABLE RESPONSE IS OMITTED, BUT IT MAY BE DERIVED BY SUBTRACTING THE PERCENTAGE OF "TEND TO FAVOR" FROM THE "TOTAL FAVORABLE".

COLUMN 10 REPORTS THE "TOTAL UNFAVORABLE" RESPONSE -- THE SUM OF THOSE WHO "TENDED NOT TO FAVOR" AND "DID NOT FAVOR".

OCCASIONALLY, THE DIFFERENCE COLUMN WILL REPORT A SCORE THAT IS + OR - 1 FROM WHAT ARITHMETIC WOULD INDICATE. THIS DIFFERENCE IS THE RESULT OF ROUNDING.

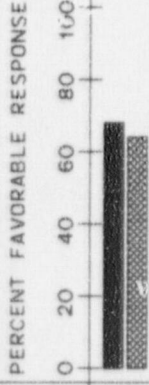
ITEM PROFILE

GROUP

HOURLY OPERATIONS OVERALL CURRENT YEAR
HOURLY OPERATIONS OVERALL PREVIOUS YEAR

SYMBOL NUMBER

C 4156
X 2811

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
3. I UNDERSTAND HOW MY PERFORMANCE ON THE JOB IS EVALUATED.	4136 2795		68 66	2	32 31	12 12	14 14	6 7	20 21
46. THE COMPANY IS TOO LENIENT WITH EMPLOYEES WHO PERFORM POORLY. (DISAGREE)	4126 2784		46 48	-2	26 25	20 21	18 17	15 14	34 31*
58. MY PERFORMANCE APPRAISALS HAVE BEEN CONDUCTED ON A REGULAR AND TIMELY BASIS.	4125		52		25	13	17	18	35

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572	AND REGIONS OVERALL	
1696	AND NRC OVERALL 1998	

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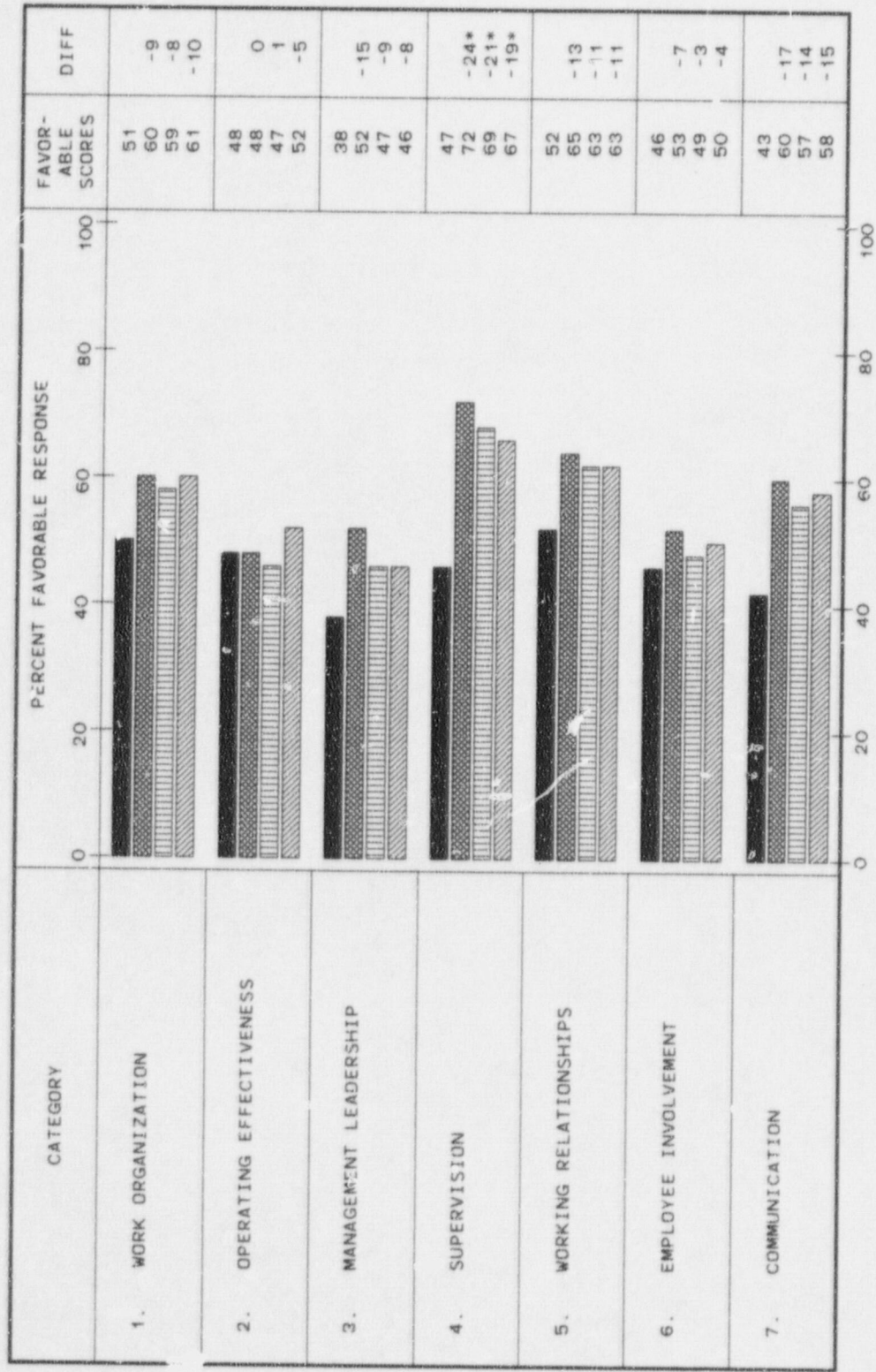


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SUMMARY PROFILE

GROUP	SYMBOL	NUMBER
DIV OF REACTOR SAFETY (REG II)	M	37
REGION II	J	147
REGIONS OVERALL	A	572
NRC OVERALL 1998	X	1696



*A STATISTICALLY SIGNIFICANT COMPARISON

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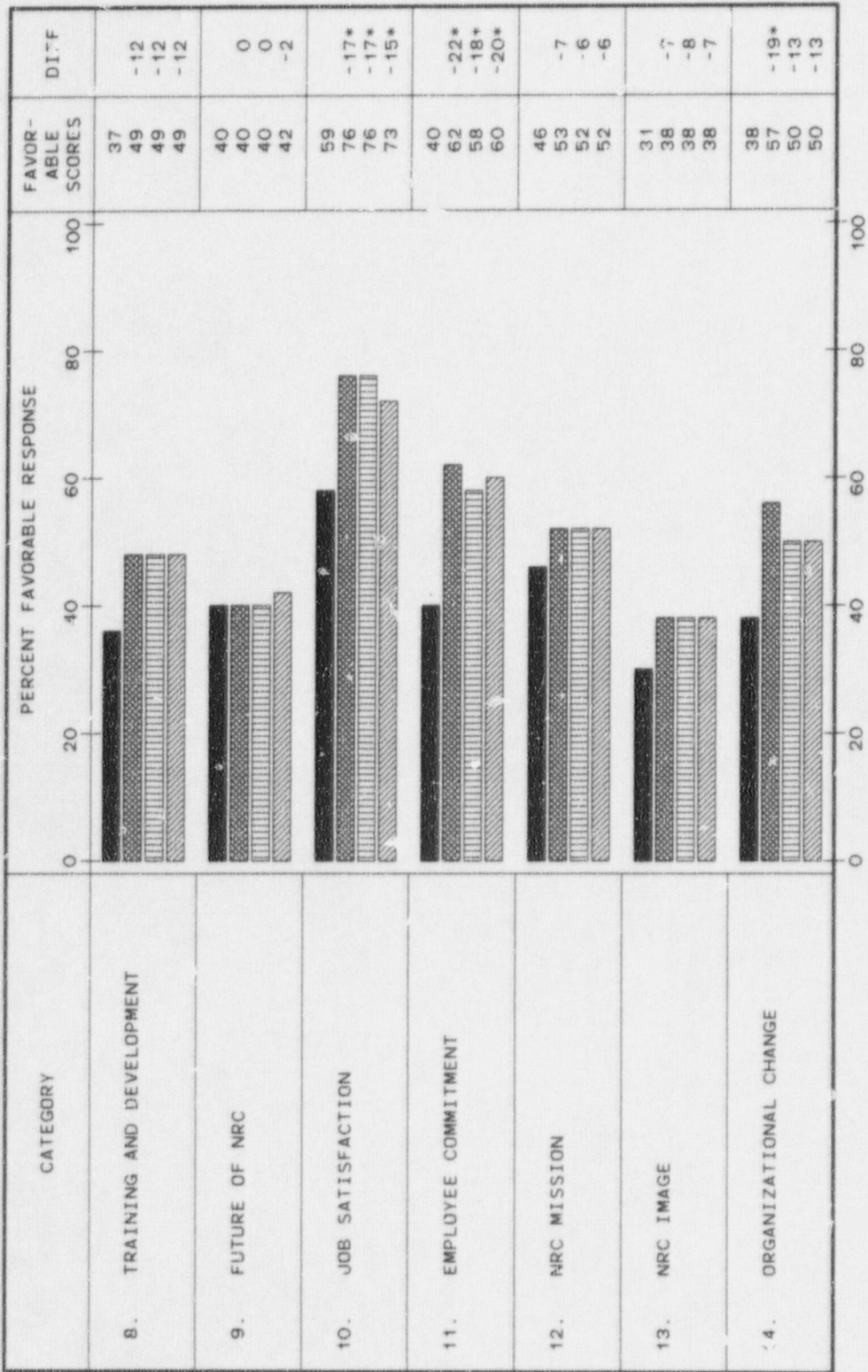
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SUMMARY PROFILE (CONTINUED)

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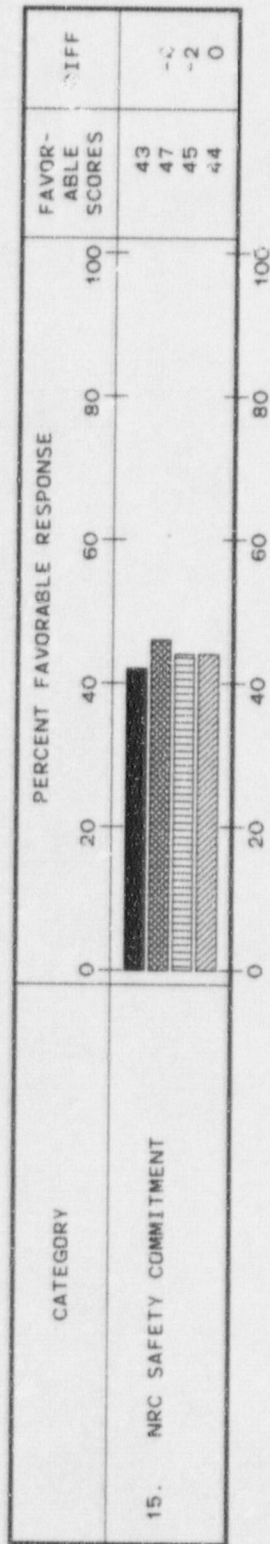


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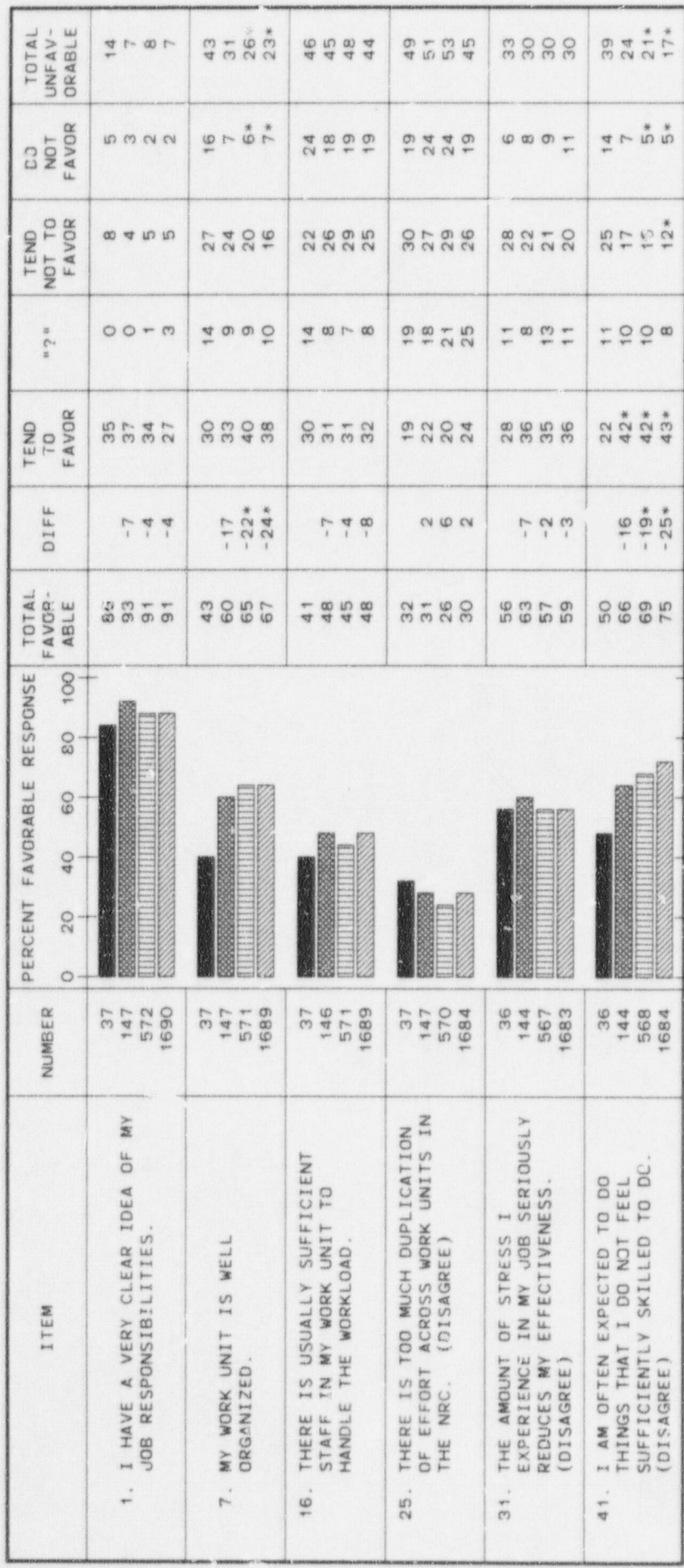
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CATEGORY 1: WORK ORGANIZATION



*A STATISTICALLY SIGNIFICANT COMPARISON



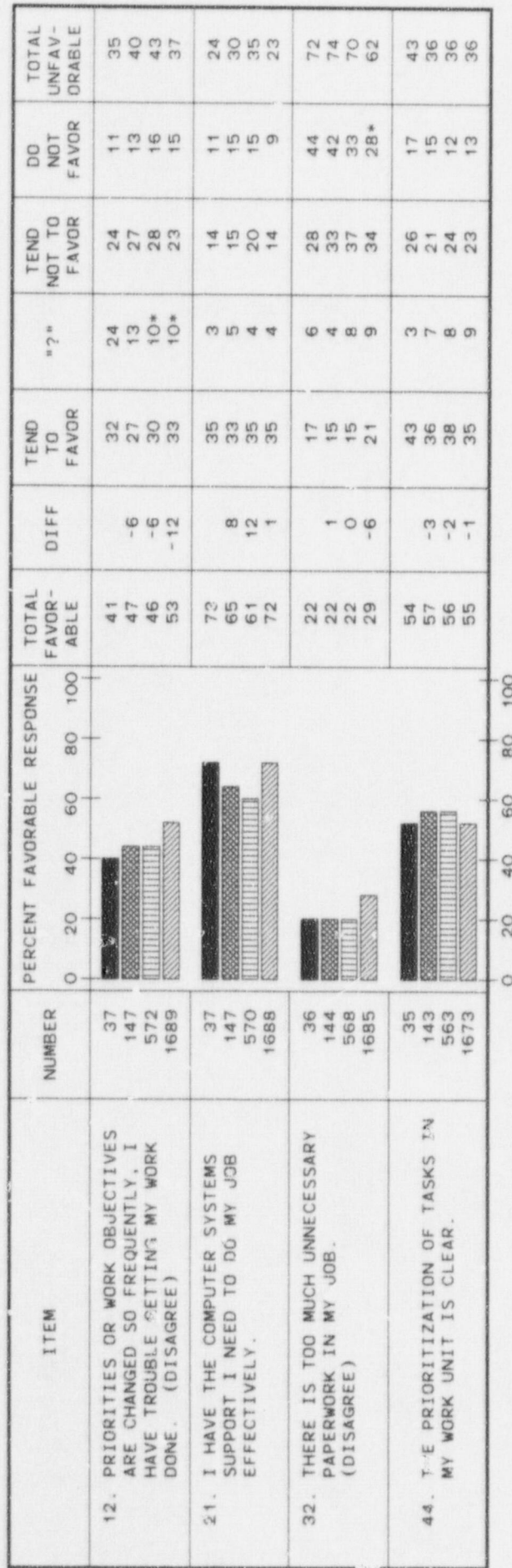
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CATEGORY 2: OPERATING EFFECTIVENESS



*A STATISTICALLY SIGNIFICANT COMPARISON

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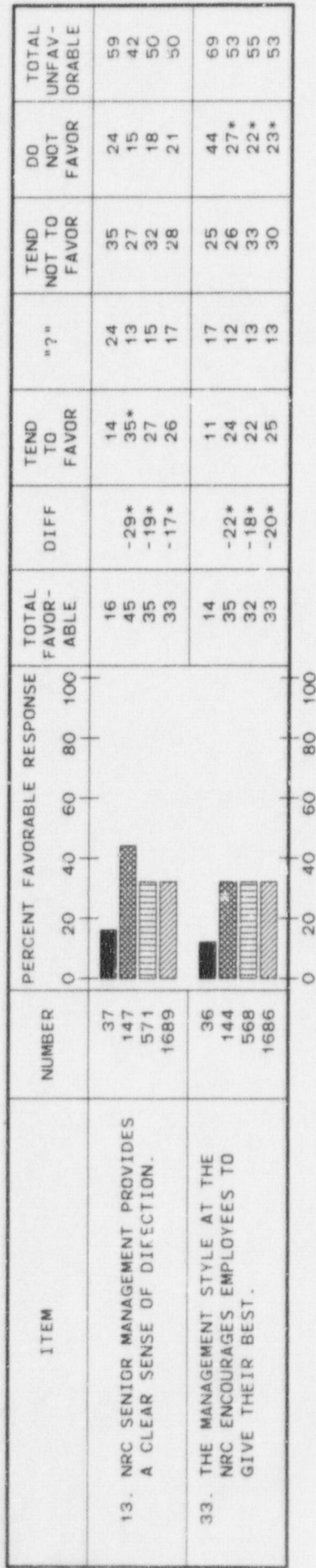
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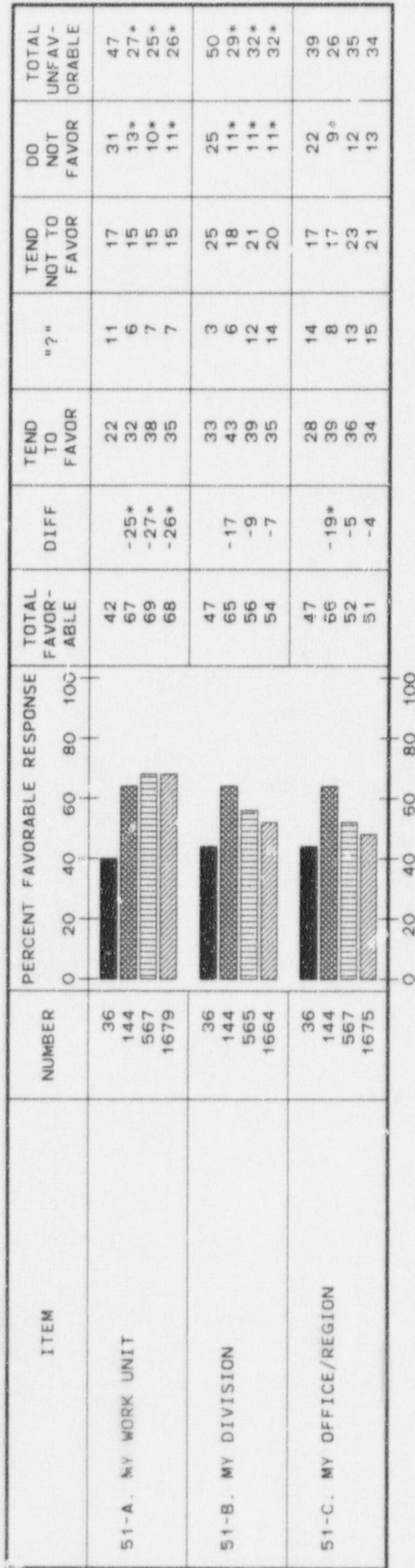
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CATEGORY 3: MANAGEMENT LEADERSHIP



51. IN MY JUDGMENT, THE FOLLOWING ARE WELL MANAGED:



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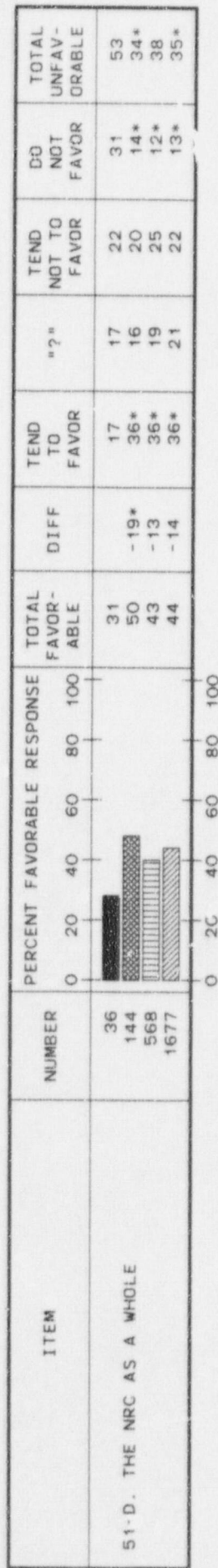
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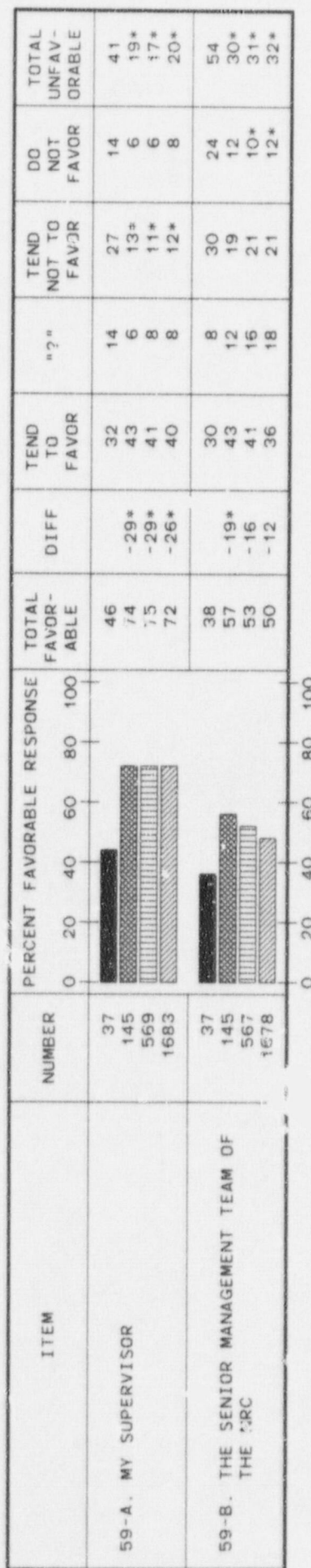
GROUP	SYMBOL	NUMBER
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REGION II	J	147
REGIONS OVERALL	A	572
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CATEGORY 3: MANAGEMENT LEADERSHIP (CONTINUED)

51. IN MY JUDGMENT, THE FOLLOWING ARE WELL MANAGED:



59. I HAVE CONFIDENCE IN THE DECISIONS MADE BY:



*A STATISTICALLY SIGNIFICANT COMPARISON

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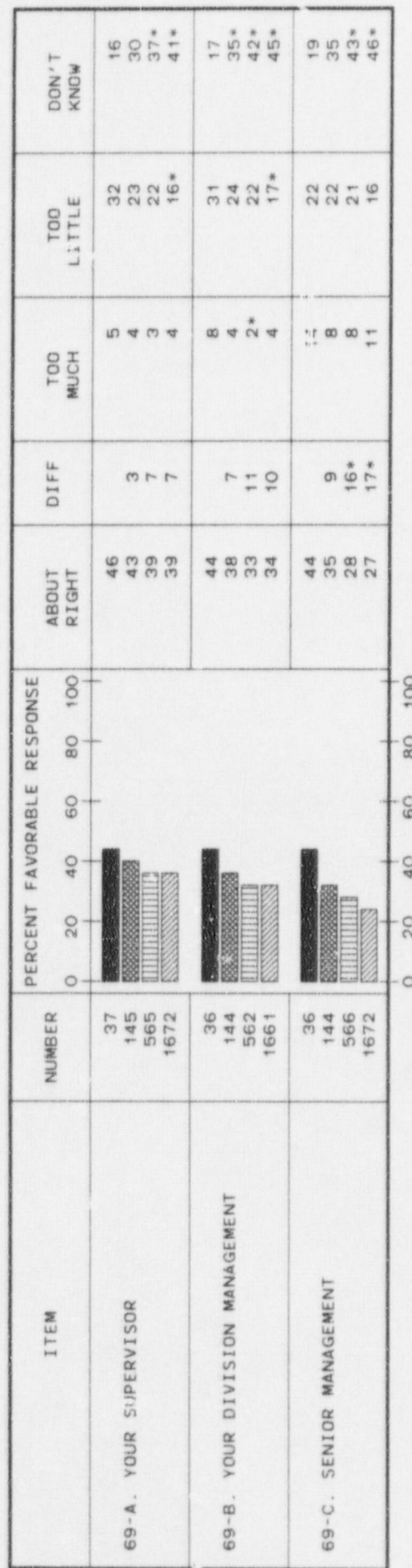


ITEM PROFILE

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REGION II	J	147
REGIONS OVERALL	A	572
NRC OVERALL 1998	X	1696

CATEGORY 3: MANAGEMENT LEADERSHIP (CONTINUED)

69. PLEASE RATE THE AMOUNT OF EFFORT THE FOLLOWING LEVELS OF MANAGEMENT ARE MAKING TO IMPLEMENT "RISK-INFORMED METHODOLOGIES" IN YOUR AREA:



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GROUP

SYMBOL NUMBER

DIV OF REACTOR SAFETY (REG I.)
REGION II
REGIONS OVERALL
NRC OVERALL 1998

M 37
J 147
A 572
X 1696

CATEGORY 4: SUPERVISION

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
17. MY SUPERVISOR HAS SUFFICIENT AUTHORITY.	37		59	-14	38	11	16	14	30
	146		73	-12	36	8	14	4*	18
	570		71	-9	41	8	16	5*	20
	1687		68	-9	37	10	16	6	22
34. MY SUPERVISOR UNDERSTANDS THE TECHNICAL ASPECTS OF MY WORK.	36		50	-30*	31	14	11	25	36
	143		80	-27*	34	6	6	9*	15*
	565		77	-22*	33	6	10	7*	17*
	1681		72	-22*	32	9	10	9*	19*
42. MY SUPERVISOR DOES A GOOD JOB OF BUILDING TEAMWORK.	35		26	-32*	20	11	14	49	63
	143		57	-28*	36	7	15	21*	36*
	562		54	-25*	32	13	16	18*	33*
	1673		50	-25*	29	14	19	17*	36*

61. MY SUPERVISOR:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
61-A. IS COMPETENT IN THE TECHNICAL RESPONSIBILITIES OF THE JOB	37		54	-29*	24	16	8	22	30
	145		83	-29*	28	6*	4	7*	11*
	568		63	-26*	31	6*	6	5*	11*
	1684		80	-26*	31	6*	7	6*	14*
61-B. IS AVAILABLE WHEN NEEDED	37		70	-12	41	8	14	8	22
	145		82	-5	37	4	9	5	14
	569		75	-5	37	6	14	5	19
	1683		75	-5	36	6	12	7	19

*A STATISTICALLY SIGNIFICANT COMPARISON

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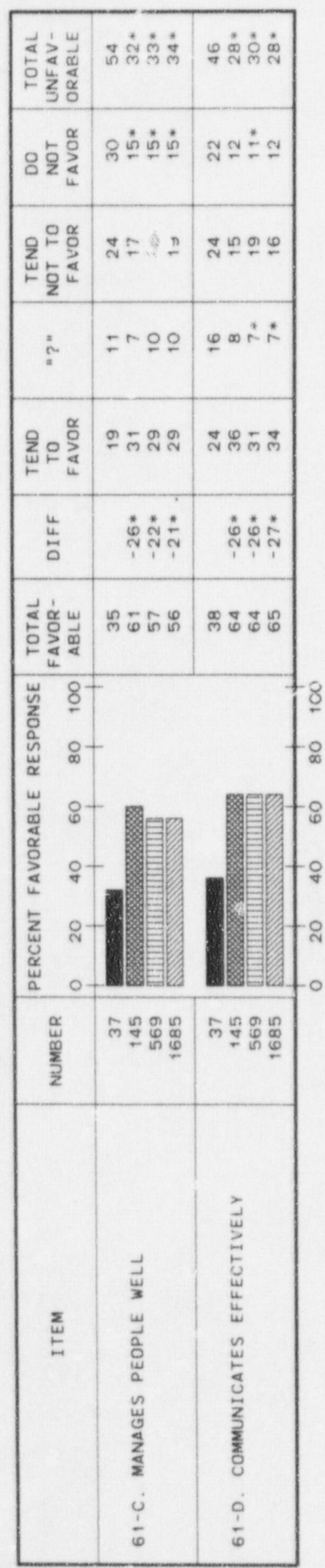


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CATEGORY 4: SUPERVISION (CONTINUED)

61. MY SUPERVISOR:



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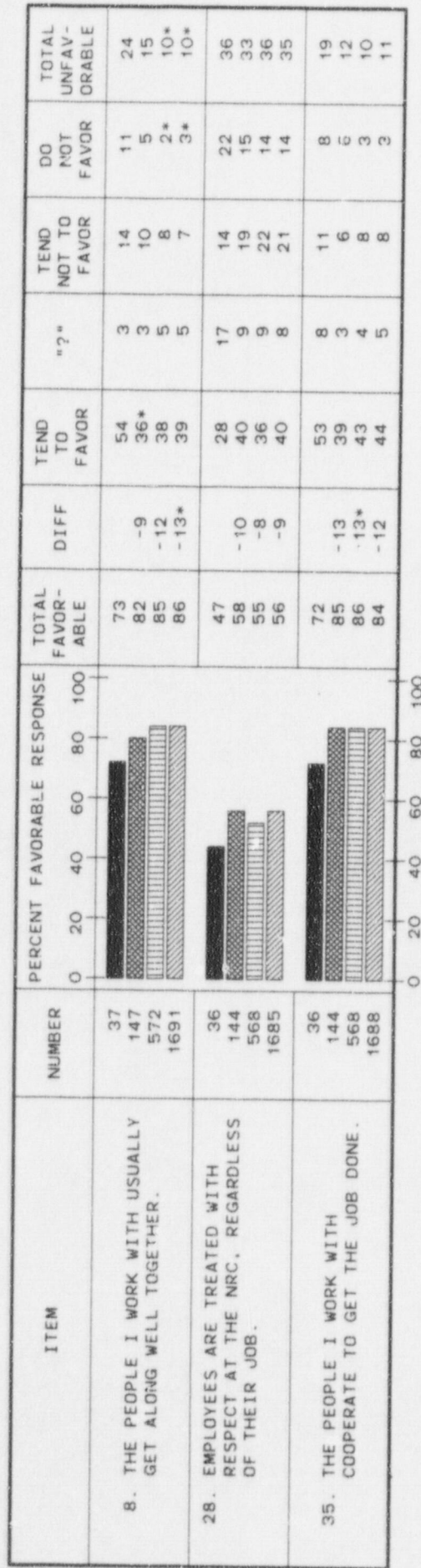
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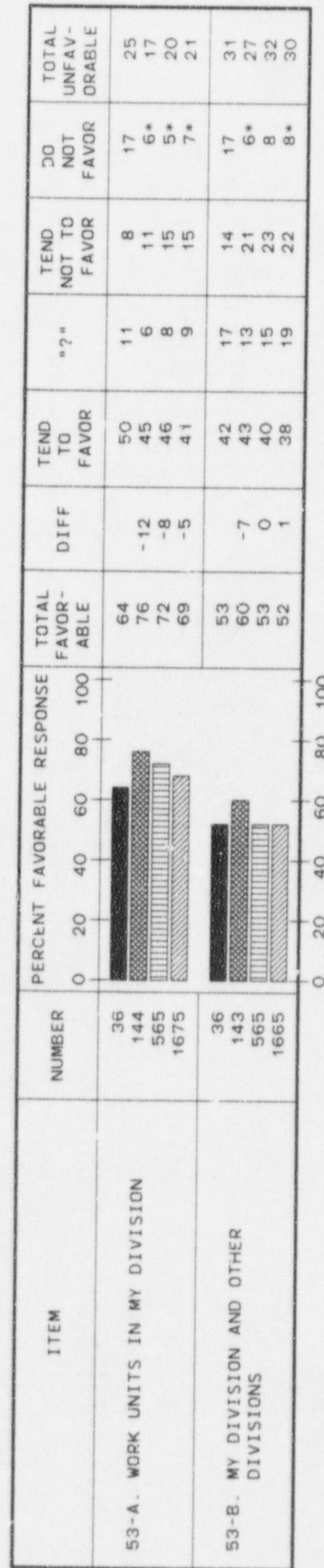
ITEM PROFILE

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CATEGORY 5: WORKING RELATIONSHIPS



53. IN MY EXPERIENCE, THERE IS GOOD COOPERATION BETWEEN:



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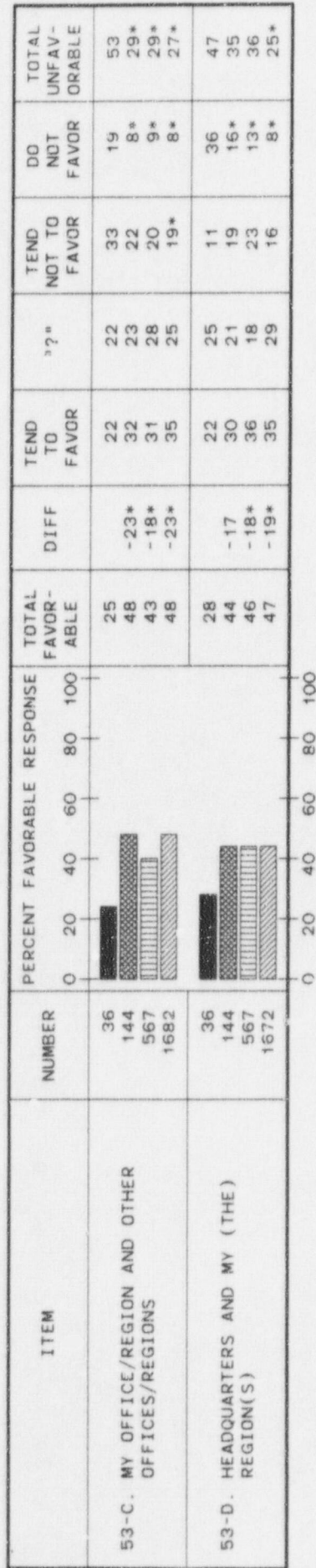


ITEM PROFILE

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CATEGORY 5: WORKING RELATIONSHIPS (CONTINUED)

53. IN MY EXPERIENCE, THERE IS GOOD COOPERATION BETWEEN:



*A STATISTICALLY SIGNIFICANT COMPARISON



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CATEGORY 6: EMPLOYEE INVOLVEMENT

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
4. I HAVE SUFFICIENT AUTHORITY TO DO MY JOB WELL.	37 147 572 1687		68 76 75 74	-8 -7 -6	35 33 35 34	5 5 9 8	3 10 12 12	24 10* 4* 6*	27 20 16 18
14. I BELIEVE HIGHER MANAGEMENT LEVELS TRUST THE JUDGMENT OF EMPLOYEES AT MY LEVEL IN THE ORGANIZATION.	37 147 572 1691		41 46 40 40	-5 1 1	35 32 28 28	8 9 11 12	19 22 26 24	32 24 24 24	51 46 50 48
23. DIFFERING OPINIONS ARE OPENLY DISCUSSED IN REACHING DECISIONS IN MY WORK UNIT.	37 147 572 1688		51 61 61 59	-10 -9 -8	30 37 35 34	14 13 14 14	14 16 17 16	22 10 8* 11*	35 26 25 26
36. I HAVE THE OPPORTUNITY FOR INPUT BEFORE CHANGES ARE MADE WHICH WILL AFFECT MY WORK.	36 144 567 1685		47 61 57 57	-14 -10 -10	36 38 37 35	8 7 9 9	28 22 21 20	17 10 13 14	44 32 34 34
43. IN THE CURRENT WORK CLIMATE, I AM FREQUENTLY AFRAID TO MAKE A MISTAKE, NO MATTER HOW INSIGNIFICANT. (DISAGREE)	35 143 563 1673		63 64 52 58	-1 11 5	37 37 31 33	6 6 8 8	17 19 25 21	14 11 15 13	31 30 40 34

*A STATISTICALLY SIGNIFICANT COMPARISON

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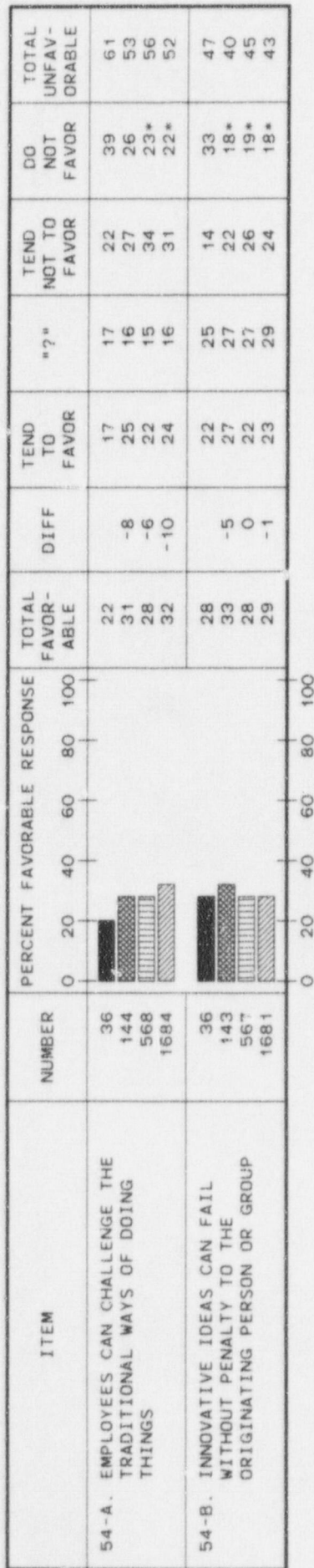


ITEM PROFILE

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CATEGORY 6: EMPLOYEE INVOLVEMENT (CONTINUED)

54. THE NRC HAS ESTABLISHED A CLIMATE WHERE:





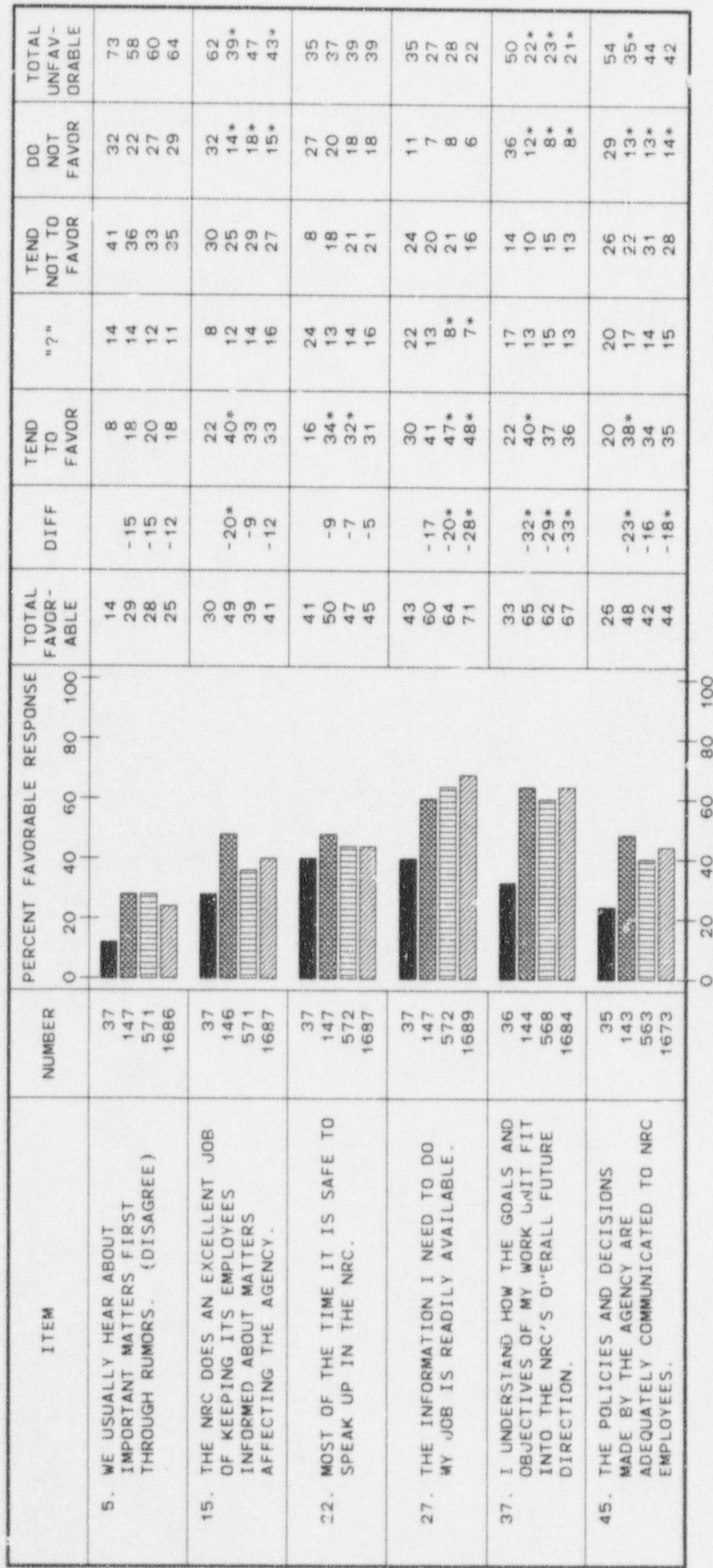
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CATEGORY 7: COMMUNICATION



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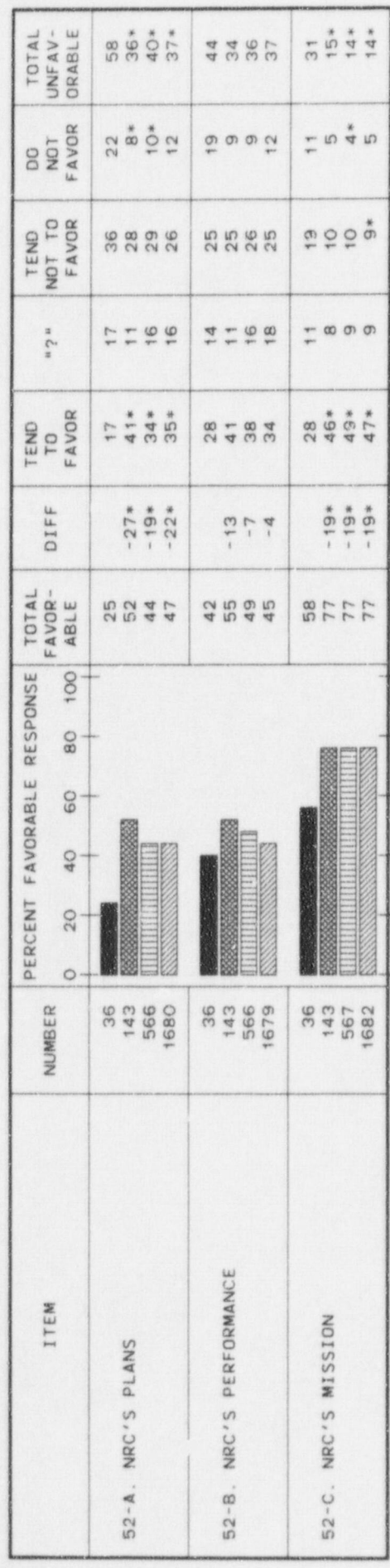


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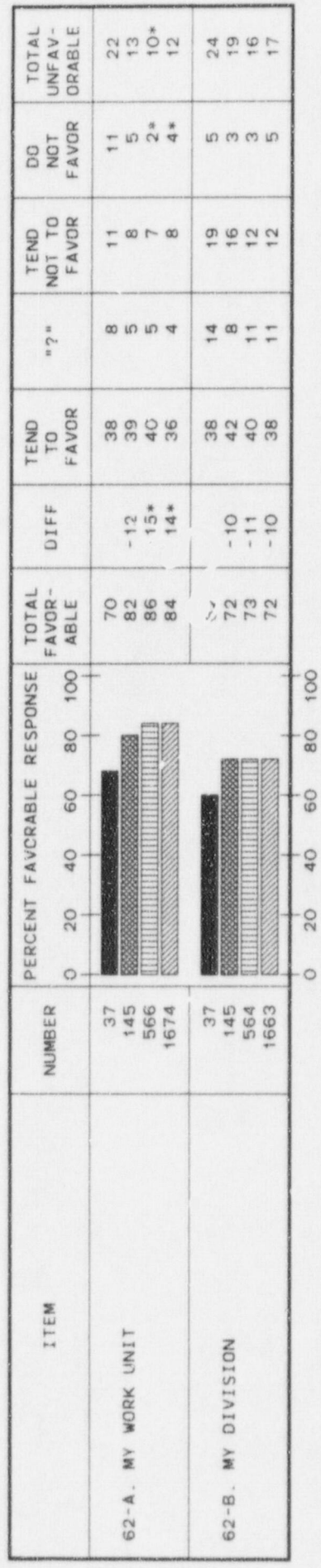
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CATEGORY 7: COMMUNICATION (CONTINUED)

52. I AM SUFFICIENTLY INFORMED ABOUT:



62. I HAVE A CLEAR UNDERSTANDING OF THE GOALS AND OBJECTIVES OF:



*A STATISTICALLY SIGNIFICANT COMPARISON





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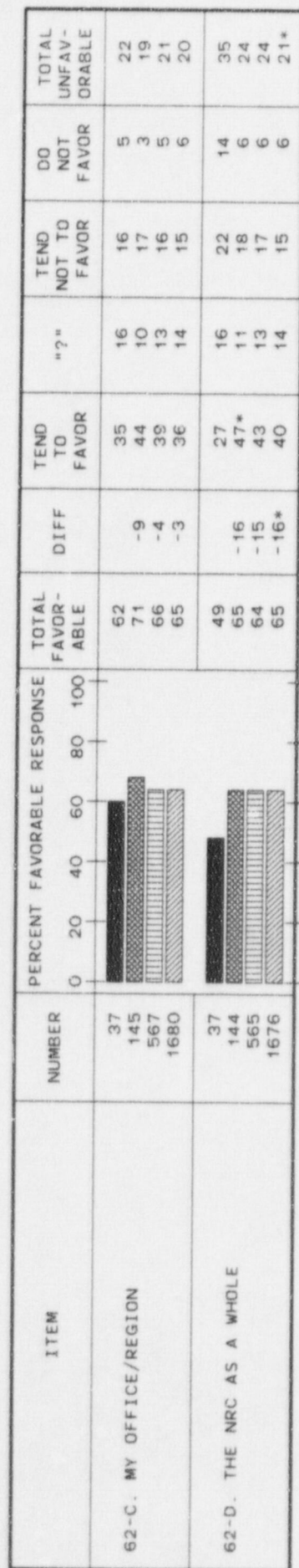
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CATEGORY 7: COMMUNICATION (CONTINUED)

62. I HAVE A CLEAR UNDERSTANDING OF THE GOALS AND OBJECTIVES OF:



*A STATISTICALLY SIGNIFICANT COMPARISON

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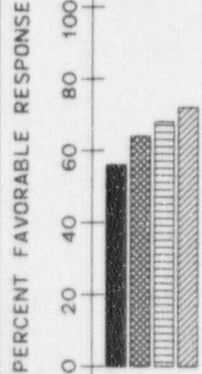
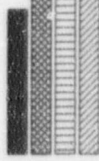
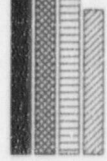
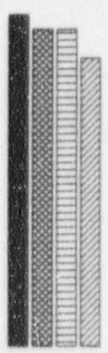
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	J	147
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CATEGORY 8: TRAINING AND DEVELOPMENT

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
3. THE TRAINING I HAVE RECEIVED FROM THE NRC HAS ADEQUATELY PREPARED ME FOR THE WORK I DO.	37 147 571 1687		57 67 71 73	-10 -15 -16*	35 39 44 38	8 6 6 8	24 16 15 14	11 11 7 6	35 27 22 19*
9. IN MY EXPERIENCE WITH THE NRC, HIGH-QUALITY PERFORMANCE IS USUALLY RECOGNIZED.	37 147 572 1690		41 52 54 53	-12 -13 -12	22 34 37 35	19 15 13 12	16 16 23 23	24 17 10* 12*	41 33 33 35
24. I HAVE A GOOD UNDERSTANDING OF MY TRAINING NEEDS REGARDING RISK-INFORMED METHODOLOGIES (E.G., PROBABILISTIC RISK ASSESSMENT).	37 146 570 1674		51 53 46 43	-1 5 8	27 32 29 26	14 27 28 34*	24 15 16 14	11 5 9 10	35 21 26 23
38. I HAVE SUFFICIENT KNOWLEDGE OF SAFETY CONCEPTS TO APPLY THEM IN MY JOB.	36 144 568 1679		94 89 90 81	6 4 14*	39 32 31 31	3 10 8 16*	0 0 1 2	3 1 0* 1	3 1 1 3

*A STATISTICALLY SIGNIFICANT COMPARISON



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CATEGORY 8: TRAINING AND DEVELOPMENT (CONTINUED)

49. THERE ARE SUFFICIENT OPPORTUNITIES FOR ME TO RECEIVE:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
49-A. TRAINING TO IMPROVE MY SKILLS IN MY CURRENT JOB	35 143 562 1673		40 57 64 70	-17 -24* -30*	26 32 40 39	11 5 6 5	23 24 20 16	26 14 10* 8*	49 38 30* 25*
49-B. CROSS-TRAINING TO LEARN OTHER JOBS	35 143 561 1670		14 29 31 33	-14 -16* -19*	6 17 20* 22*	9 10 11 15	37 35 35 30	40 27 23* 22*	77 62 58* 52*
49-C. TRAINING TO INCREASE MY ELIGIBILITY FOR A BETTER JOB	35 143 562 1673		17 39 33 37	-22* -15 -19*	11 28* 23 24	11 7 13 16	14 21 26 25	57 33* 28* 23*	71 54 54* 48*

55. I THINK THE NRC IS DOING A GOOD JOB OF:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
55-A. RECRUITING THE RIGHT PEOPLE FOR ITS FUTURE NEEDS	36 144 568 1684		22 42 44 40	-20* -22* -18*	19 33 35 32	14 20 23 27	17 17 19 20	47 20* 13* 13*	64 38* 32* 33*

*A STATISTICALLY SIGNIFICANT COMPARISON

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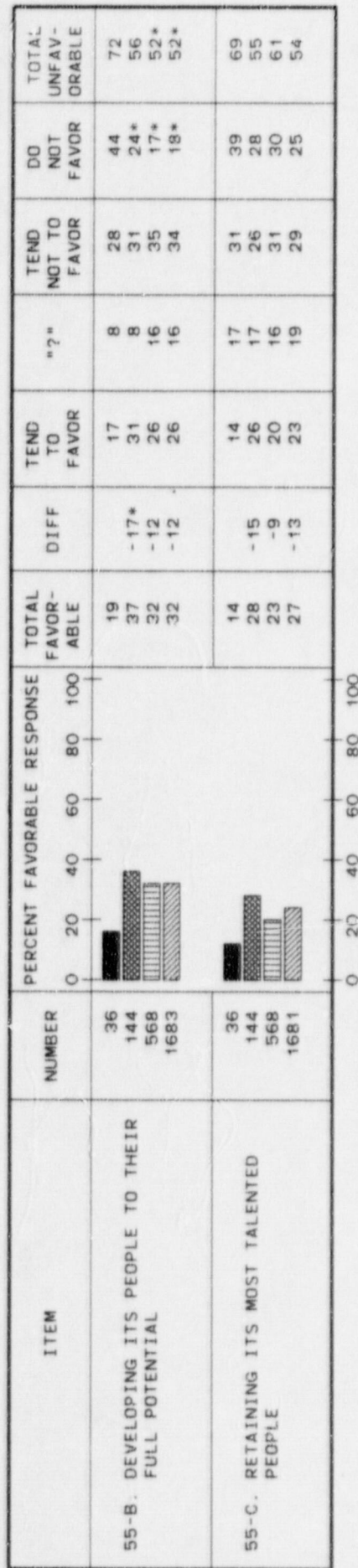
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ITEM PROFILE

GROUP	SYMBOL	NUMBER
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REGIONS OVERALL	A	572
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CATEGORY 8: TRAINING AND DEVELOPMENT (CONTINUED)

55. I THINK THE NRC IS DOING A GOOD JOB OF:



PLEASE REFER TO THE FOLLOWING KEY FOR THE REPORT HEADINGS USED FOR QUESTION 65.

1. CHANGE FOR THE BETTER
2. STAY THE SAME, GENERALLY GOOD
3. STAY THE SAME, GENERALLY POOR
4. CHANGE FOR THE WORSE
5. NO OPINION

ITEM	NUMBER	1.	2.	3.	4.	5.
65. IN LIGHT OF NUCLEAR INDUSTRY AND GOVERNMENTAL TRENDS, OPPORTUNITIES FOR PERSONAL DEVELOPMENT AND GROWTH ARE LIKELY TO:	35 137 549 1625	M O J A X	O 4 22 A X	M 20 J A X	M 71 J 49* A 52* X 49*	O 6 J 6 A 6 X 9

*A STATISTICALLY SIGNIFICANT COMPARISON



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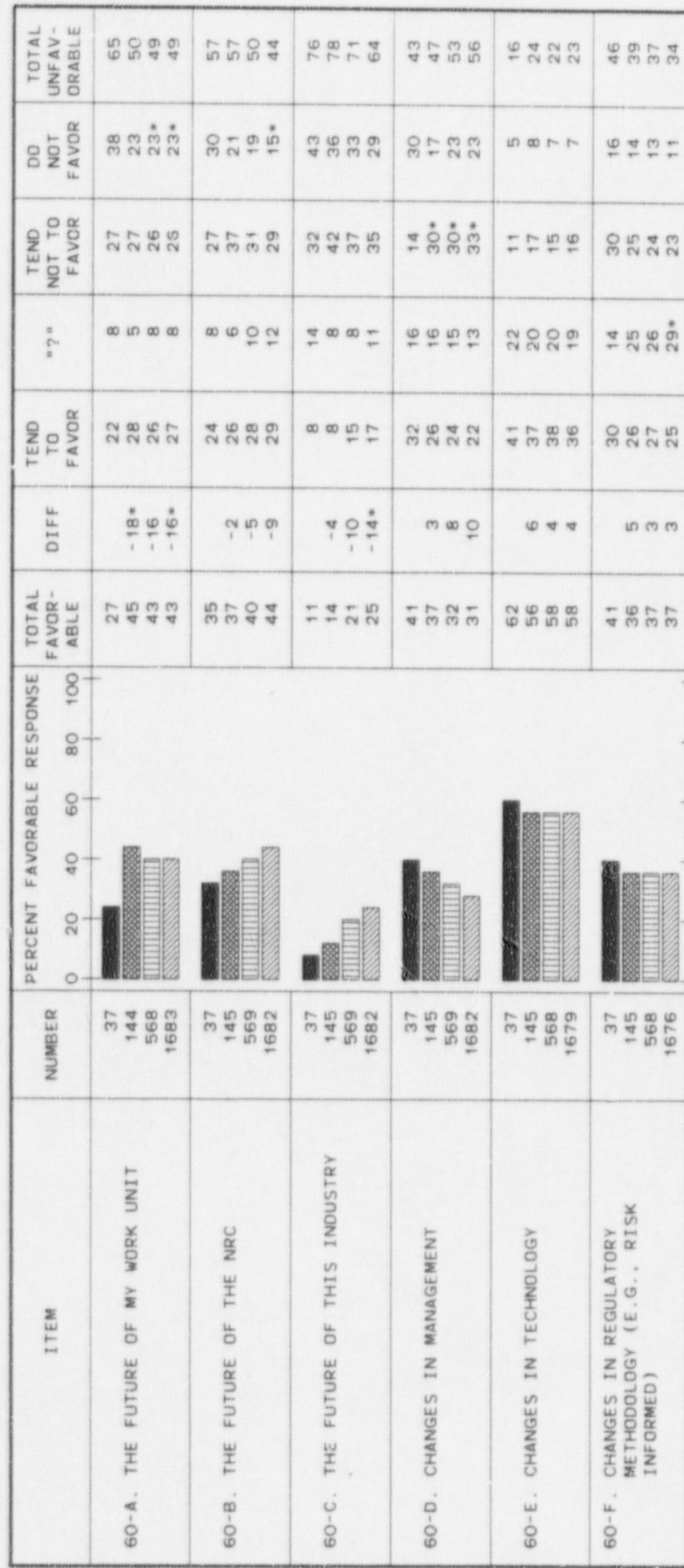
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CATEGORY 9: FUTURE OF NRC

60. I AM FREQUENTLY CONCERNED ABOUT THE FOLLOWING: (DISAGREE)



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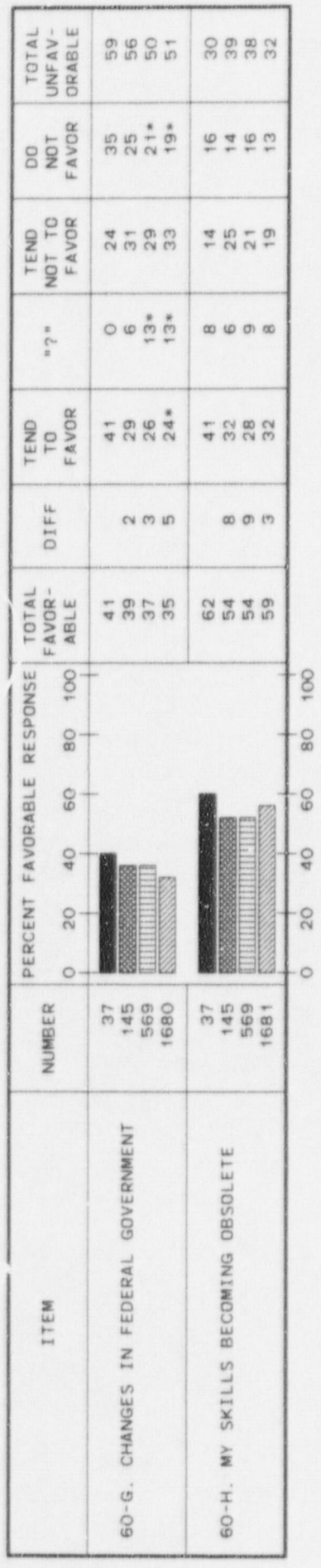


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CATEGORY 9: FUTURE OF NRC (CONTINUED)

60. I AM FREQUENTLY CONCERNED ABOUT THE FOLLOWING: (DISAGREE)



*A STATISTICALLY SIGNIFICANT COMPARISON

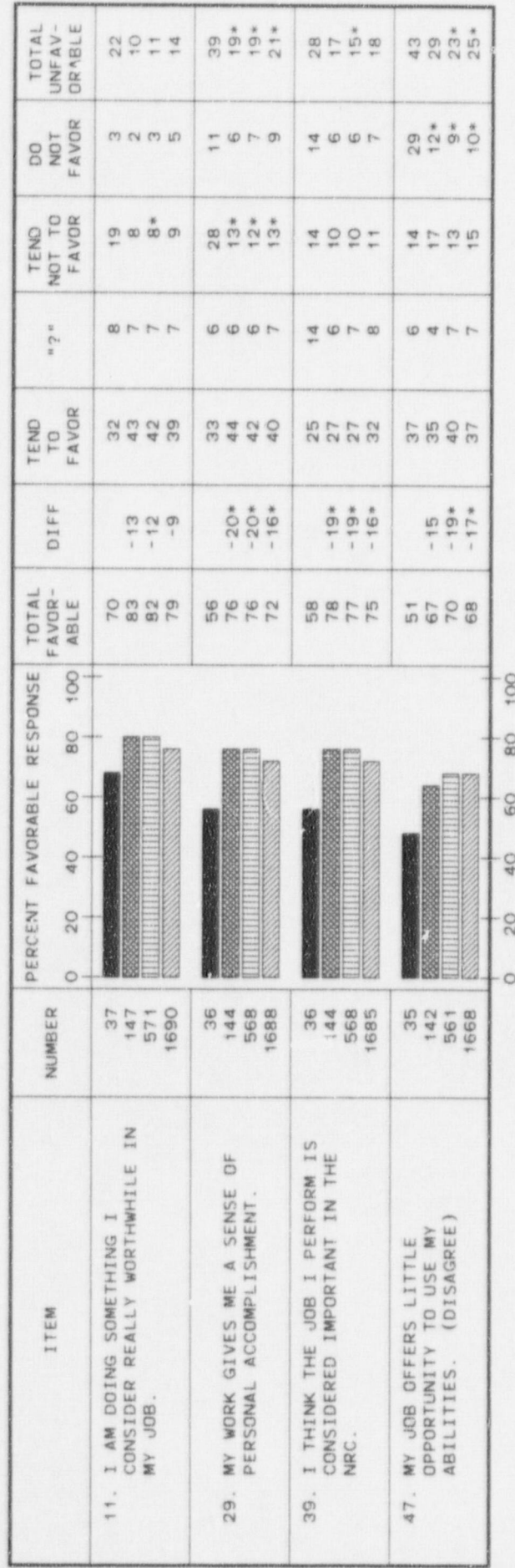


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CATEGORY 10: JOB SATISFACTION



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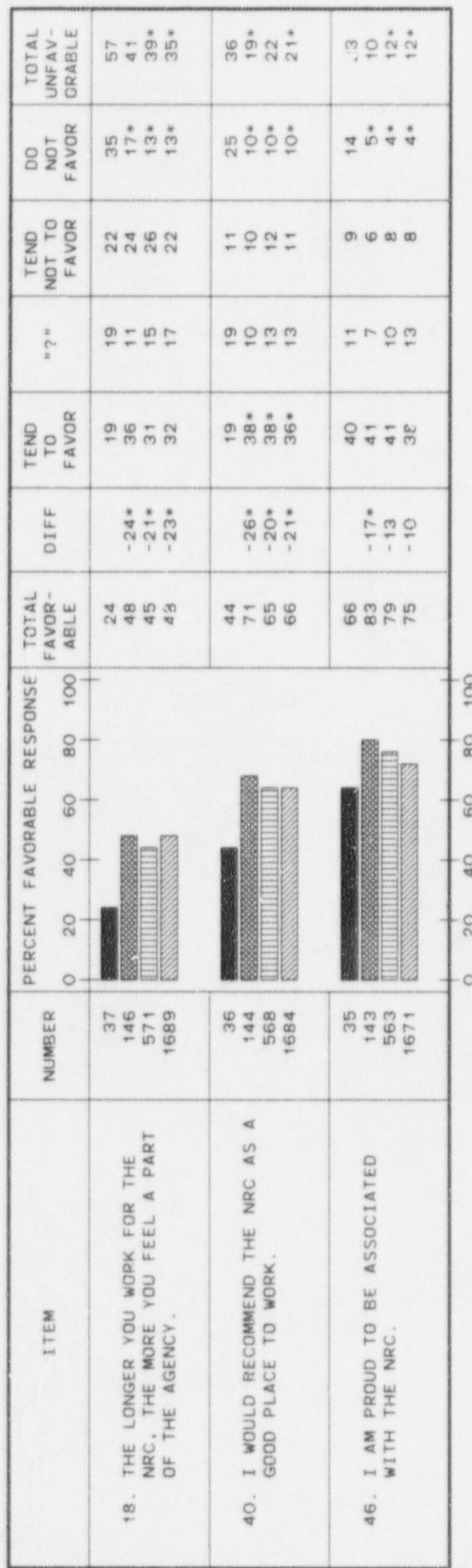


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CATEGORY 11: EMPLOYEE COMMITMENT



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CATEGORY 11: EMPLOYEE COMMITMENT (CONTINUED)

PLEASE REFER TO THE FOLLOWING KEY FOR THE REPORT HEADINGS USED FOR QUESTION 66.

1. ONE OF THE BEST/ABOVE AVERAGE
2. ONE OF THE BEST
3. ABOVE AVERAGE
4. ABOUT AVERAGE
5. BELOW AVERAGE
6. ONE OF THE WORST
7. NO OPINION

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	1.	DIFF	2.	3.	4.	5.	6.	7.
66. HOW WOULD YOU RATE THE NRC OVERALL AS AN ORGANIZATION TO WORK FOR COMPARED WITH OTHER ORGANIZATIONS YOU KNOW OR HAVE HEARD ABOUT?	37 146 571 1685		27 47 43 51	-20* -16 -24*	16 20 14 17	11 27* 28* 34*	32 31 34 29	24 16 17 13	14 5 6 4*	3 1 1 2

*A STATISTICALLY SIGNIFICANT COMPARISON

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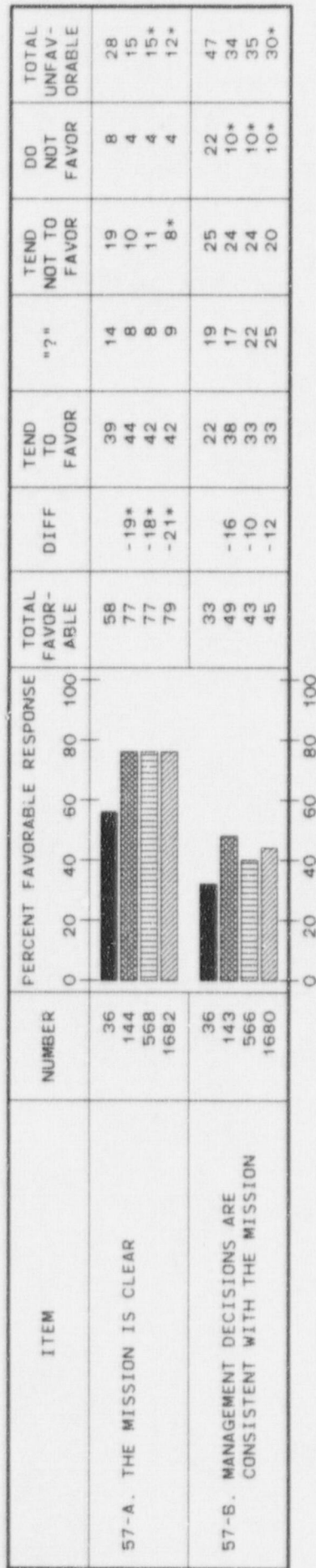


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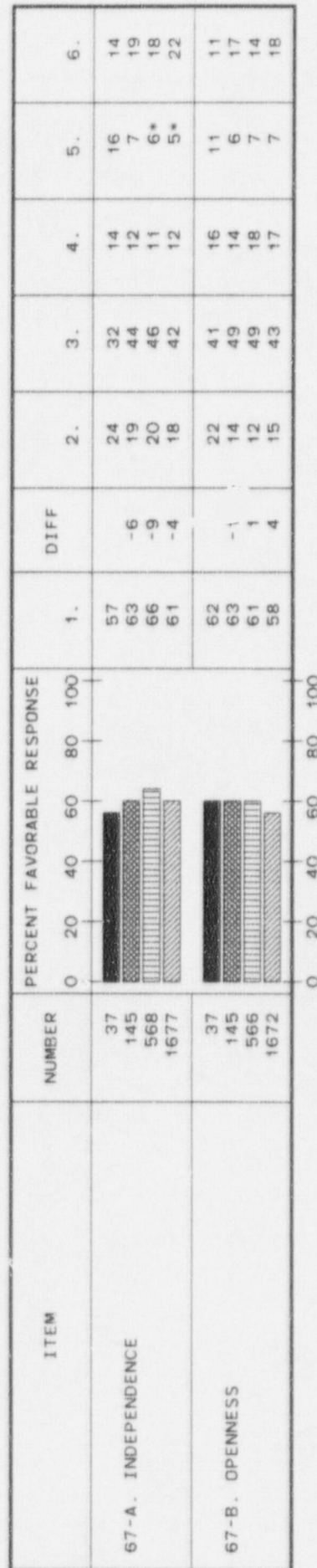
CATEGORY 12: NRC MISSION

57. REGARDING THE NRC'S MISSION, I BELIEVE:



67. OVERALL, HOW SUCCESSFUL HAS THE NRC BEEN IN PUTTING THE FOLLOWING "PRINCIPLES OF GOOD REGULATION" INTO PRACTICE:

1. VERY SUCCESSFUL/MORE SUCCESSFUL THAN UNSUCCESSFUL
2. VERY SUCCESSFUL
3. MORE SUCCESSFUL THAN UNSUCCESSFUL
4. MORE UNSUCCESSFUL THAN SUCCESSFUL
5. VERY UNSUCCESSFUL
6. DON'T KNOW



*A STATISTICALLY SIGNIFICANT COMPARISON



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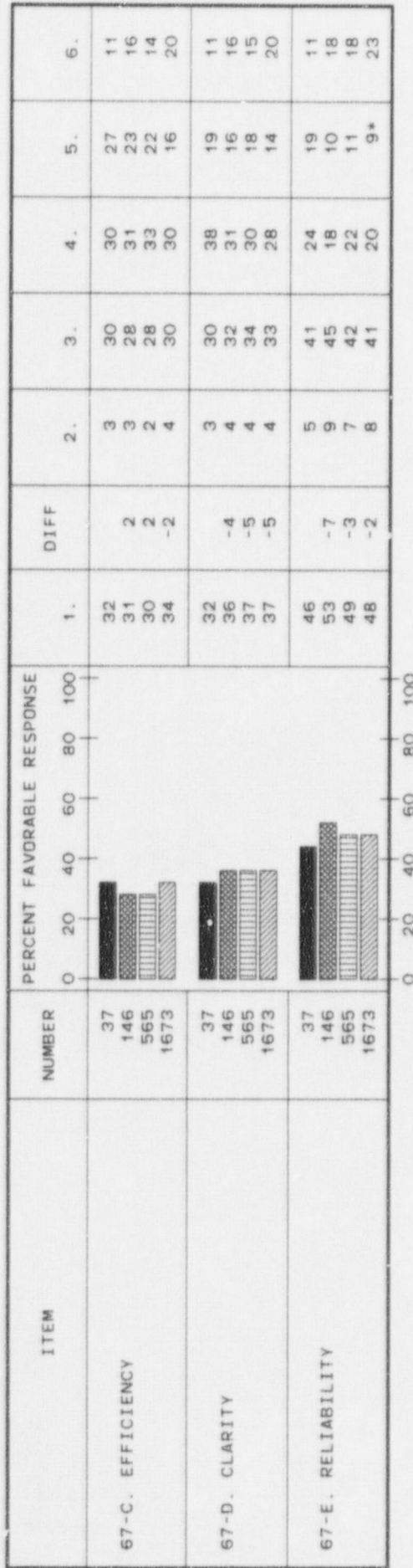
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CATEGORY 12: NRC MISSION (CONTINUED)

67. OVERALL, HOW SUCCESSFUL HAS THE NRC BEEN IN PUTTING THE FOLLOWING "PRINCIPLES OF 'GOOD REGULATION'" INTO PRACTICE:

1. VERY SUCCESSFUL/MORE SUCCESSFUL THAN UNSUCCESSFUL
2. VERY SUCCESSFUL
3. MORE SUCCESSFUL THAN UNSUCCESSFUL
4. MORE UNSUCCESSFUL THAN SUCCESSFUL
5. VERY UNSUCCESSFUL
6. DON'T KNOW



*A STATISTICALLY SIGNIFICANT COMPARISON

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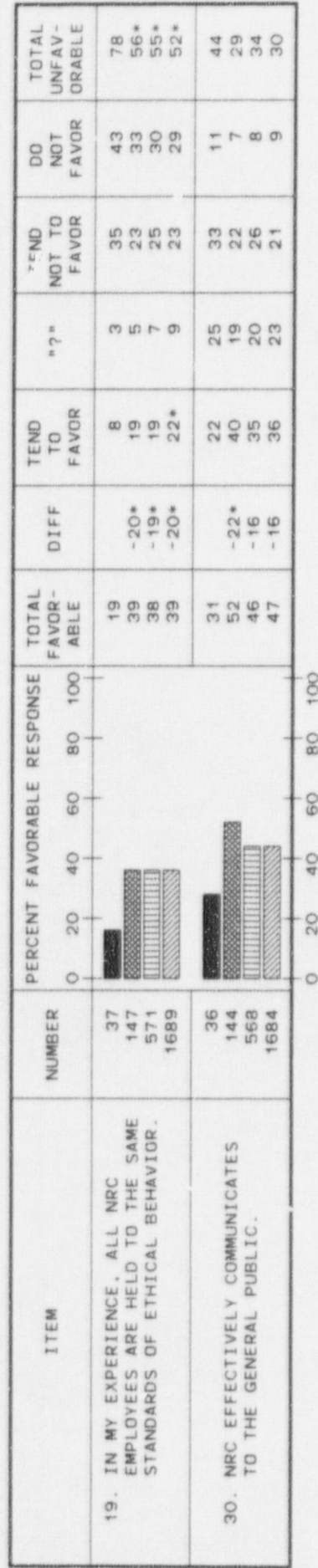
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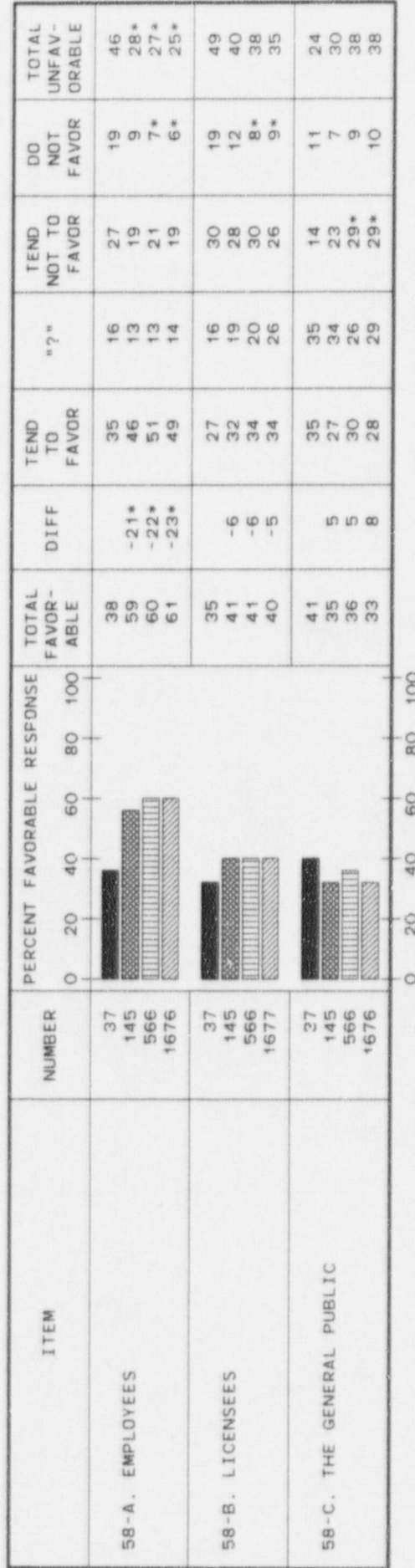
ITEM PROFILE

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CATEGORY 13: NRC IMAGE



58. THE NRC IS HIGHLY REGARDED BY THE FOLLOWING STAKEHOLDERS:



*A STATISTICALLY SIGNIFICANT COMPARISON





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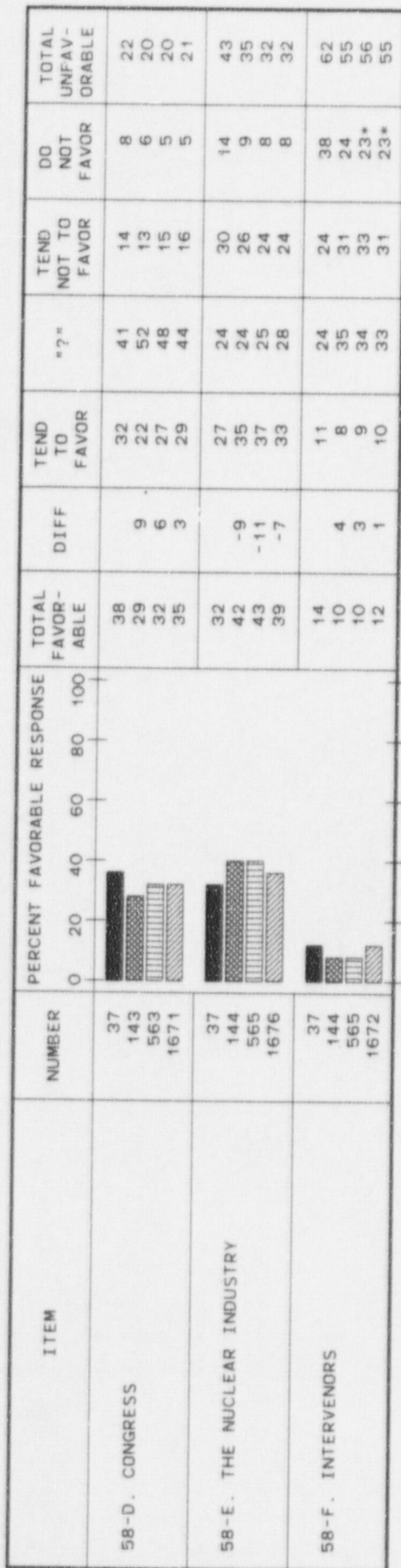
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CATEGORY 13: NRC IMAGE (CONTINUED)

58. THE NRC IS HIGHLY REGARDED BY THE FOLLOWING STAKEHOLDERS:



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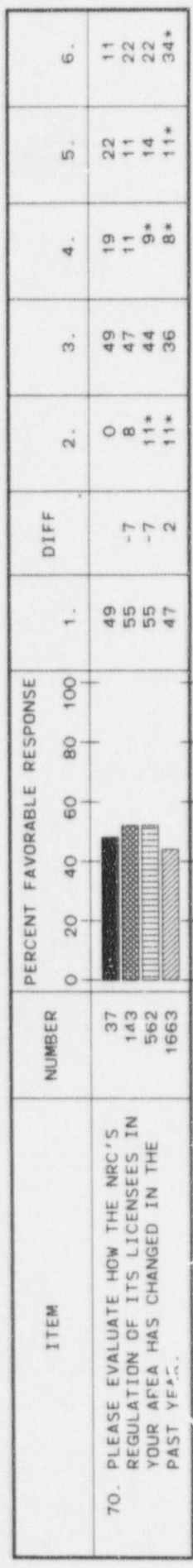
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CATEGORY 14: ORGANIZATIONAL CHANGE

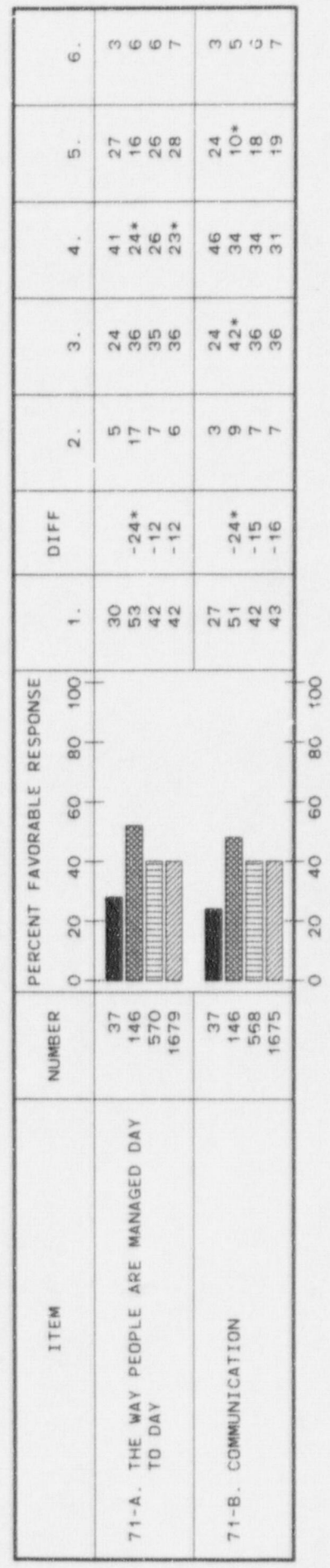
PLEASE REFER TO THE FOLLOWING KEY FOR THE REPORT HEADINGS USED FOR QUESTION 70.

1. CHANGED FOR THE BETTER/STAYED THE SAME, GENERALLY GOOD
2. CHANGED FOR THE BETTER
3. STAYED THE SAME, GENERALLY GOOD
4. STAYED THE SAME, GENERALLY POOR
5. CHANGED FOR THE WORSE
6. NO OPINION



71. IN YOUR EXPERIENCE, PLEASE CONSIDER EACH OF THE FOLLOWING LISTED BELOW FOR THE NRC AND INDICATE HOW YOU THINK THEY HAVE CHANGED IN THE PAST YEAR OR SO:

1. CHANGED FOR THE BETTER/STAYED THE SAME, GENERALLY GOOD
2. CHANGED FOR THE BETTER
3. STAYED THE SAME, GENERALLY GOOD
4. STAYED THE SAME, GENERALLY POOR
5. CHANGED FOR THE WORSE
6. NO OPINION



*A STATISTICALLY SIGNIFICANT COMPARISON





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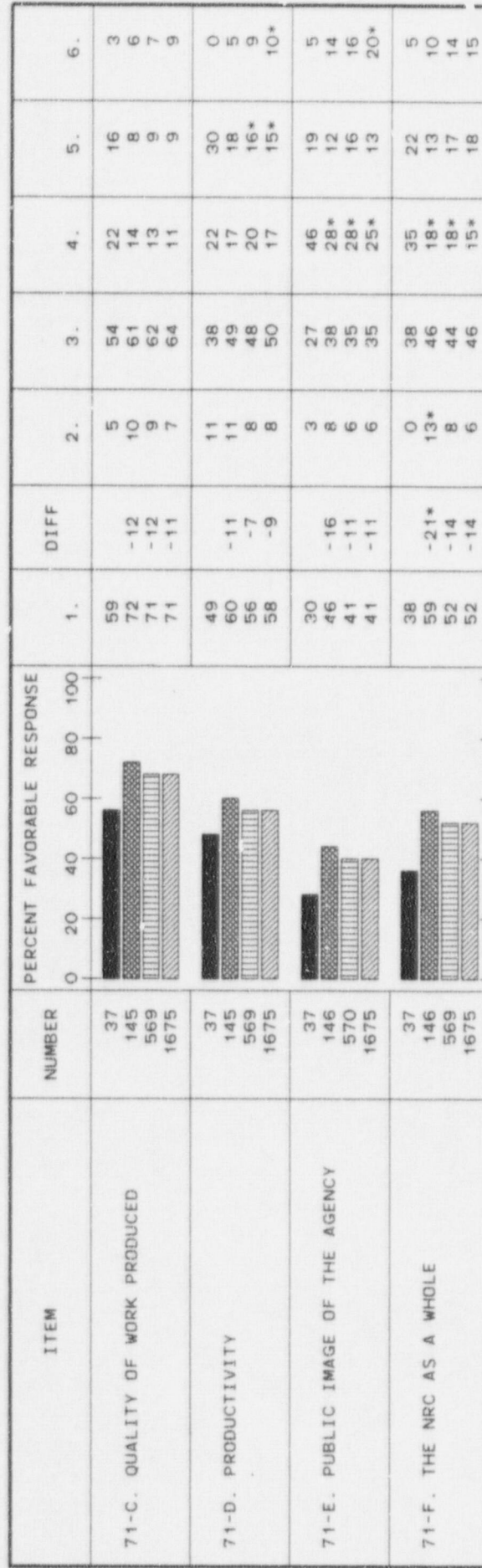
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CATEGORY 14: ORGANIZATIONAL CHANGE (CONTINUED)

71. IN YOUR EXPERIENCE, PLEASE CONSIDER EACH OF THE FOLLOWING LISTED BELOW FOR THE NRC AND INDICATE HOW YOU THINK THEY HAVE CHANGED IN THE PAST YEAR OR SO:

1. CHANGED FOR THE BETTER/STAYED THE SAME, GENERALLY GOOD
2. CHANGED FOR THE BETTER
3. STAYED THE SAME, GENERALLY GOOD
4. STAYED THE SAME, GENERALLY POOR
5. CHANGED FOR THE WORSE
6. NO OPINION



*A STATISTICALLY SIGNIFICANT COMPARISON

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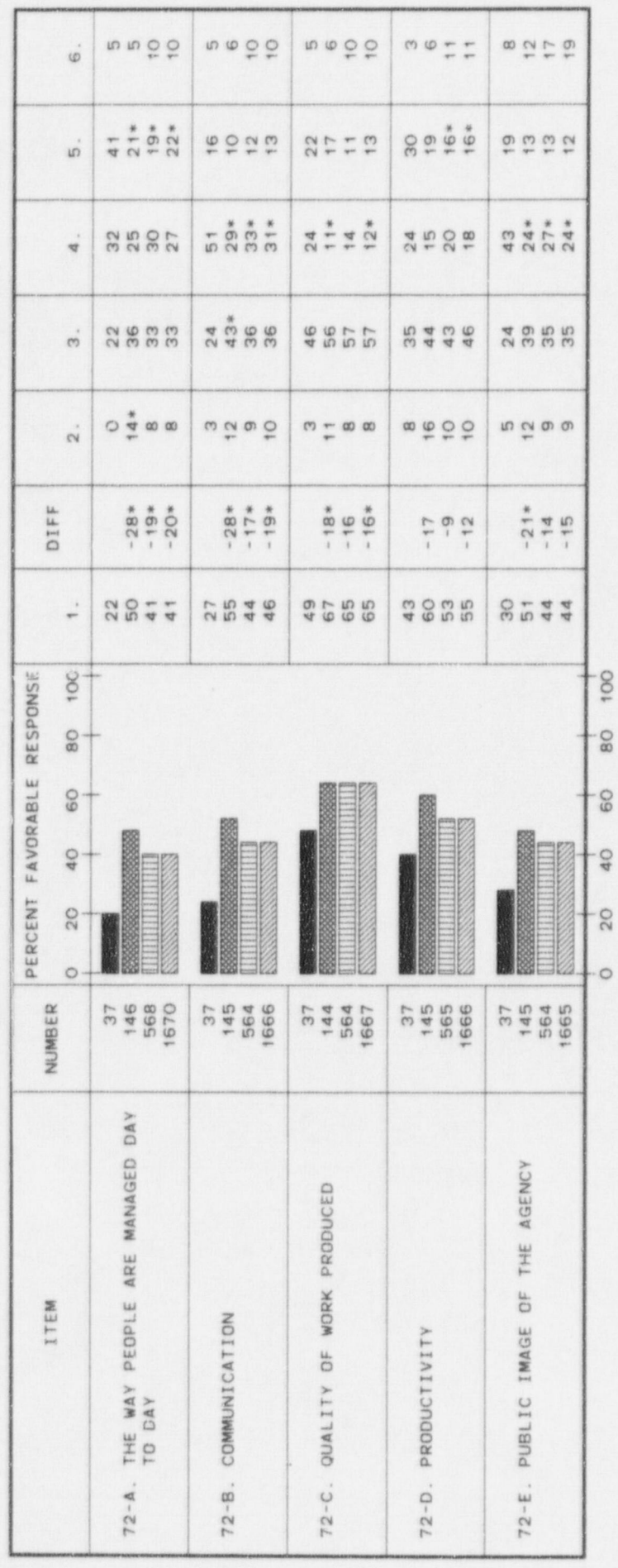
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CATEGORY 14: ORGANIZATIONAL CHANGE (CONTINUED)

72. LOOKING AHEAD TO THE NEXT YEAR OR SO, PLEASE INDICATE HOW YOU THINK THE FOLLOWING WILL CHANGE FOR THE NRC:

1. CHANGE FOR THE BETTER, STAY THE SAME, GENERALLY GOOD
2. CHANGE FOR THE BETTER
3. STAY THE SAME, GENERALLY GOOD
4. STAY THE SAME, GENERALLY POOR
5. CHANGE FOR THE WORSE
6. NO OPINION



*A STATISTICALLY SIGNIFICANT COMPARISON



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CATEGORY 14: ORGANIZATIONAL CHANGE (CONTINUED)

ITEM	NUMBER	CHANGE FOR THE BETTER	STAY THE SAME	CHANGE FOR THE WORSE	NO OPINION
73. LOOKING AHEAD TO THE NEXT YEAR OR SO, I THINK THE NRC AS A WHOLE WILL:	37 143 563 1662	M 5 J 22* A 15 X 14	M 38 J 50 A 57* X 58*	M 54 J 24* A 21* X 23*	M 3 J 3 A 6 X 6

*A STATISTICALLY SIGNIFICANT COMPARISON

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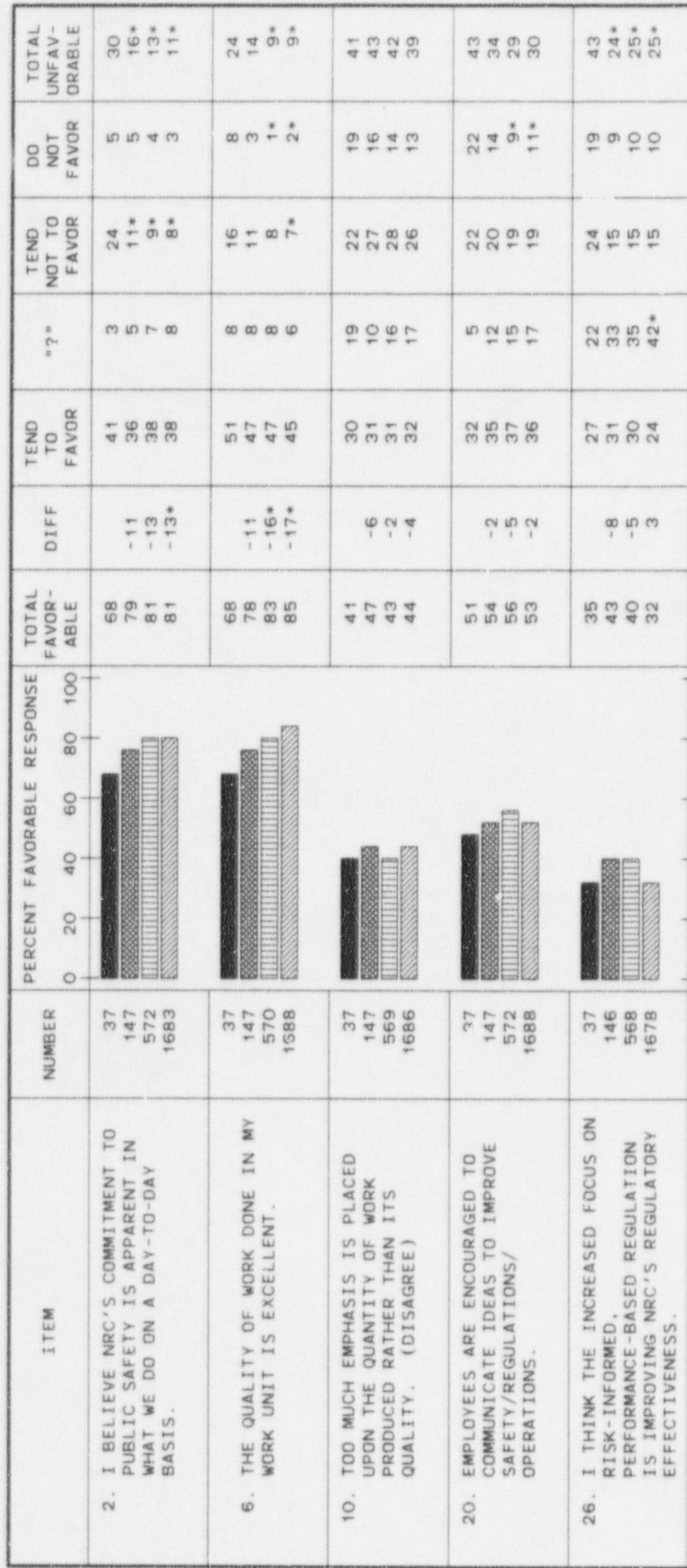
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CATEGORY 15: NRC SAFETY COMMITMENT



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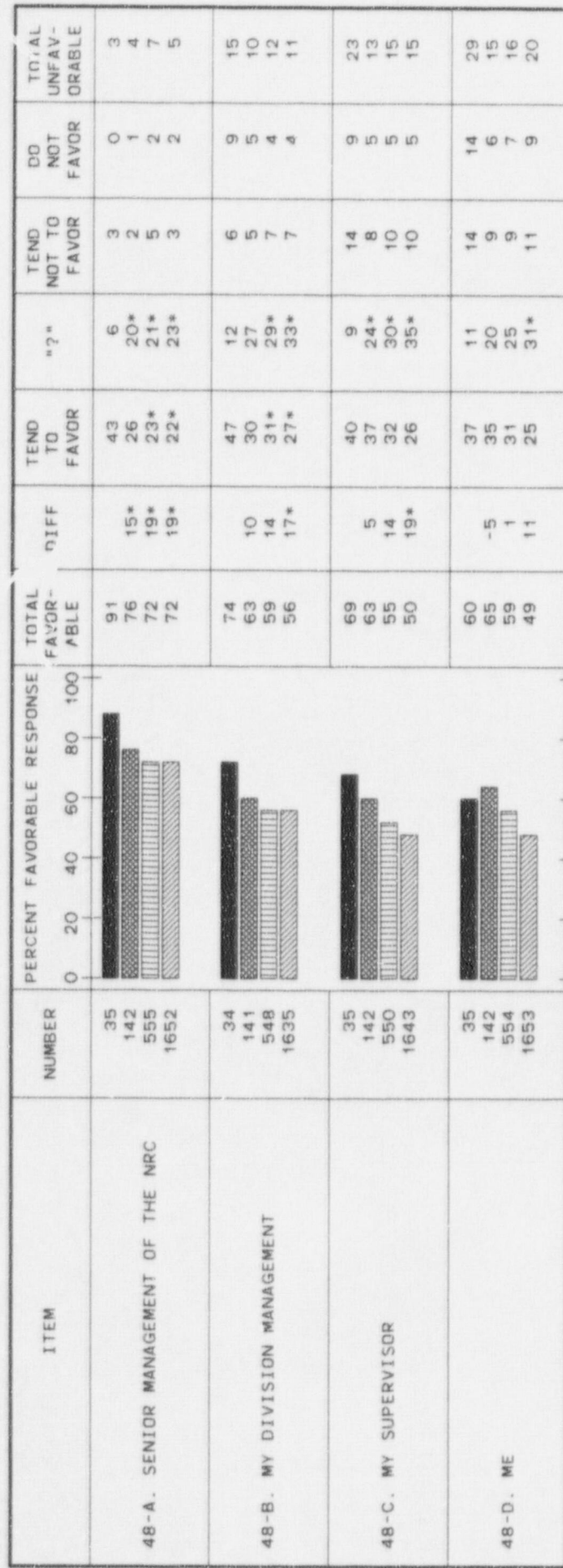
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CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

48. THE MOVE TO RISK-INFORMED, PERFORMANCE-BASED REGULATION IS CONSIDERED AN IMPORTANT PRIORITY BY:



*A STATISTICALLY SIGNIFICANT COMPARISON



ITEM PROFILE

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CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

50. REGARDING THE DIFFERING PROFESSIONAL OPINION/DIFFERING PROFESSIONAL VIEW PROCESS:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
50-A. I AM SATISFIED WITH IT	36	50	50	10	31	19	8	22	31
	143	40	40	10	24	35	10	15	25
	566	39	39	11	23	40*	9	10*	20
	1672	31	31	11	22	43*	9	10*	19
50-B. IT FUNCTIONS PROPERLY	36	33	33	0	19	36	8	22	31
	142	34	34	4	23	41	9	16	25
	564	29	29	4	17	48	12	12	23
	1667	31	31	3	19	49	10	11*	21

56. PEOPLE IN MY WORK UNIT:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
56-A. ARE ENCOURAGED TO COME UP WITH INNOVATIVE SOLUTIONS TO WORK-RELATED PROBLEMS	36	28	28	-17	17	11	33	28	61
	144	45	45	-22*	30	13	24	18	42*
	568	54	54	-26*	33*	14	25	12*	37*
	1684	56	56	-13	45	11	20	13*	33*
56-B. CONTINUALLY TRY TO IMPROVE OUR PERFORMANCE	36	56	56	-10	42	8	11	25	36
	144	66	66	-14	42	8	13	13	26
	567	70	70	-13	46	10	13	7*	20*
	1678	68	68	-13	45	11	13	8*	21*

*A STATISTICALLY SIGNIFICANT COMPARISON



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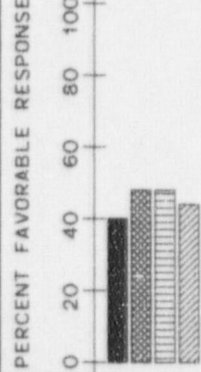
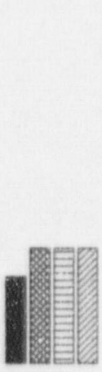
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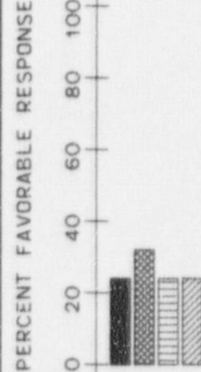
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CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

63. WE TOO OFTEN SACRIFICE THE QUALITY OF OUR WORK IN ORDER TO: (DISAGREE)

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL FAVORABLE	DIFF	TEND TO FAVOR	"?"	TEND NOT TO FAVOR	DO NOT FAVOR	TOTAL UNFAVORABLE
63-A. CUT COSTS TO MEET BUDGET CONSTRAINTS	37 144 567 1678		41 49 51 47	-8 -11 -7	19 28 32 30	8 17 17 16	32 24 19 22	19 11 13 15	51 35 32 37
63-B. MEET SCHEDULES OR DEADLINES	37 145 568 1680		24 33 33 35	-9 -8 -10	19 25 23 25	5 7 9 10	27 30 30 30	43 30 29 25	70 60 58 56
63-C. SATISFY A PERSONAL OR POLITICAL NEED	37 145 568 1679		27 34 36 35	-7 -9 -8	14 21 22 22	5 12 14 14	19 23 24 25	49 30 26 25	68 53 49 50

64. PLEASE INDICATE HOW GOOD A JOB YOU THINK NRC SENIOR MANAGEMENT IS DOING IN THE FOLLOWING AREAS:

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	TOTAL GOOD	DIFF	GOOD	ADE-QUATE	POOR	TOTAL POOR	D.K./NO OPINION
64-A. IMPLEMENTING PROGRAMS AND PROCESSES FOR IMPROVING REGULATORY EFFECTIVENESS	37 145 569 1681		27 32 25 25	-5 2 2	24 27 21 21	35 29 35 33	16 15 18 16	35 26 28 26	3 13 12 16

*A STATISTICALLY SIGNIFICANT COMPARISON

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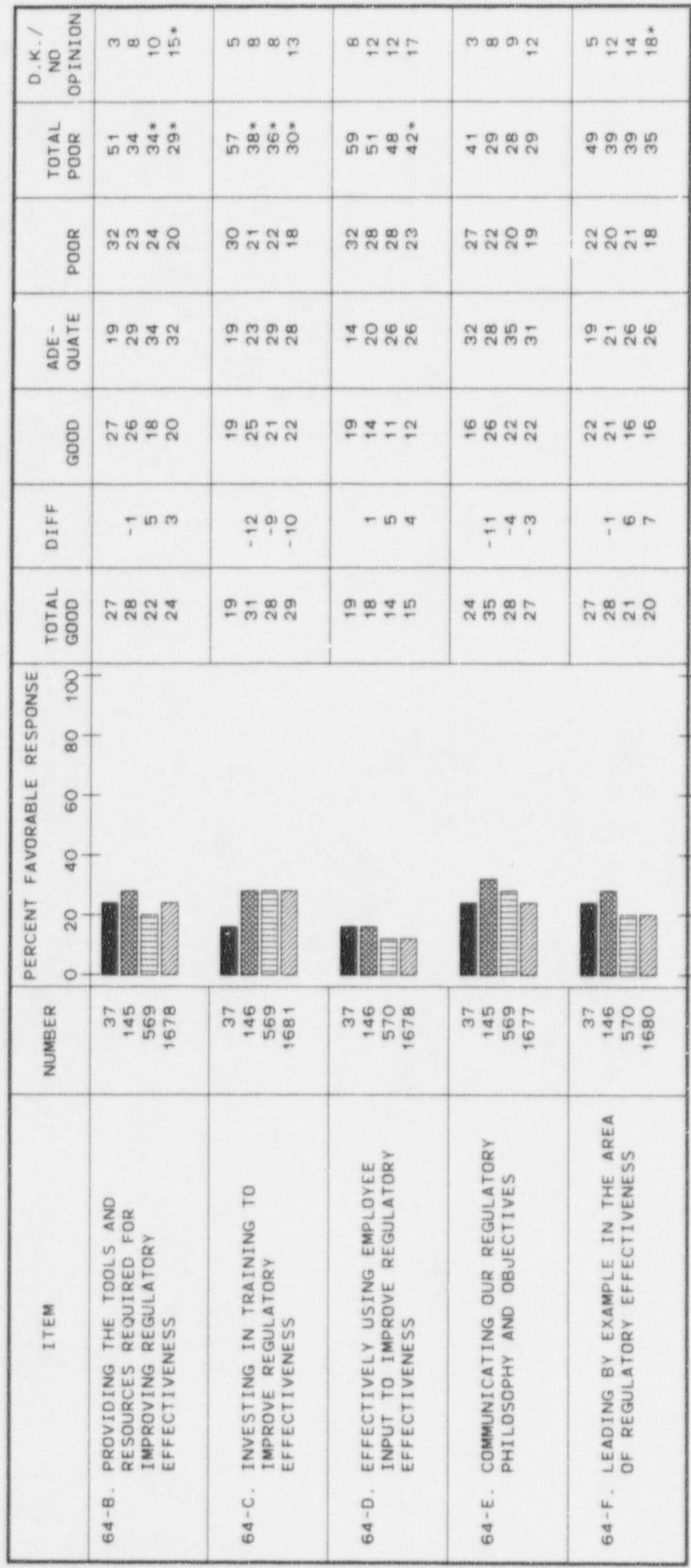


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CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

64. PLEASE INDICATE HOW GOOD A JOB YOU THINK NRC SENIOR MANAGEMENT IS DOING IN THE FOLLOWING AREAS:



*A STATISTICALLY SIGNIFICANT COMPARISON



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CATEGORY 15: NRC SAFETY COMMITMENT (CONTINUED)

ITEM	NUMBER	PERCENT FAVORABLE RESPONSE	ABOUT RIGHT	DIFF	TOO MUCH	TOO LITTLE	DON'T KNOW
68. THE AMOUNT OF TIME THE NRC AS A WHOLE SPENDS RESPONDING TO ALLEGATIONS IS:	37 146 568 1683		35 40 36 30	-5 -1 5	49 32 38 29*	5 5 5 4	11 24 21 37*

*A STATISTICALLY SIGNIFICANT COMPARISON

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